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A Professional Research and Knowledge
Taxonomy for Youth Development:

Youth Program Management
October 1987 - December 1989

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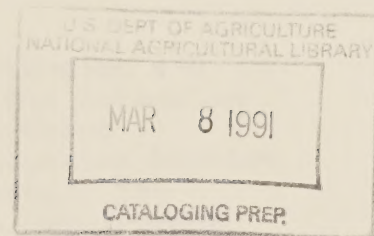Updates September 1989 issue

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Youth Development Information Center

Youth
Development

Background

The Professional Knowledge and Research Base of Extension 4-H Youth Development (4hprk) was a project funded by the Extension Service, U.S. Department of Agriculture. Two Land-Grant Universities cooperated with officials from the Extension Service and the National Agricultural Library (NAL) to identify the knowledge and research base of Extension 4-H Youth Development education and to abstract/compile the foundation materials to strengthen research-based 4-H youth development education throughout the United States.

Professional Research Knowledge Taxonomy Created

The Cooperative Extension Service, Mississippi State University completed the identification, collection, and annotation of works of research and inquiry related to Extension 4-H Youth Development from the academic, public and private sectors. The Ohio Cooperative Extension Service completed the identification and compilation of the knowledge base dimension of the project. This compilation represents the resources most frequently identified by Extension 4-H Youth Development professionals in the States as cornerstones for their educational programs.

The resources were subsequently sorted for the use of educators according to the five (5) basic component areas that comprise the identified knowledge base from which 4-H youth development proceeds: Communication, Educational Design, Youth Development, Youth Program Management, and Volunteerism.

Resources Housed at the National Agricultural Library (NAL)

A collection of resources identified as the 4-H professional, research and knowledge base (4hprk) is currently being assembled at NAL. Key research, books, and journal articles are being processed for the collection and subsequently added to AGRICOLA, NAL's national and international electronic database.

This bibliography, _A Professional Research and Knowledge Taxonomy for Youth Development: Youth Program Management_, was created by using the identifier "4hprk youth program management" during a search of the AGRICOLA database. Readers will find such subject matter as:
the Cooperative Extension Service and 4-H philosophy and mission, needs assessment, program design, program implementation, and program redirection.

In addition to being accessible electronically, hard copies of the publications are also available through the interlibrary loan system of university and local libraries.

Accessibility to published literature is one of NAL's goals. Please refer to the end of this bibliography for information on how to obtain copies of these items.

Youth Development Information Center
Established at the National Agricultural Library

One result of this tremendous effort has been the formation of a
Youth Development Information Center. A joint project of the
Extension Service and the National Agricultural Library, the
Center's staff assist youth development professionals with
accessing the resources of the Library. The staff also assist
the National Association of Extension 4-H Agents as they continue
to identify and abstract resources for the 4hprk collection.

The Center staff work with other youth development agencies and
organizations in the establishment of national youth information
networks. Staff also identify materials for the national
collection.

Services offered by the Center's professionals include:
answering specific questions, referring users to other agencies
and organizations, and conducting literature searches in a
variety of databases.

Availability of Cited Documents

Non-USDA Patrons

The materials listed in this bibliography are available on interlibrary loan through your local library. The librarian in your public, State, university or corporate library can assist you in obtaining materials either in your area or directly from the National Agricultural Library. Current charges are:

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0001
Adaptability and copability: a study of social systems, their environment, and survival.
Motamedi, K.K. New York : Holt, Rinehart, and Winston, c1985. The Planning of change / edited by Warren G. Bennis, Kenneth D. Benne, Robert Chin. p. 186-194. Includes references. (NAL Call No.: DNAL HM101.P558 1985).

0002
Advisory councils a theoretical and practical guide for program planners /Jacquelyn M. Cole, Maurice F. Cole.
Cole, Jacquelyn M. ; Cole, Maurice F.,; 1933-. Englewood Cliffs, N.J. : Prentice-Hall, c1983. Includes index. xiii, 207 p. : ill. ; 24 cm. Bibliography: p. 195-199. (NAL Call No.: DNAL LC220.C64).
Abstract: This book is a comprehensive approach to training persons to utilize advisory groups in program development. The content focuses on the concepts, theories, instructional components, citizen involvement, and models of successful advisory council. It t contains practical information and applications on topics such as how to construct an agenda, how to conduct effective meetings, group decision making, interpersonl communications, and program planning through groups. Examples and illustrations are drawn from the Cooperative Extension Service.

0003
Almost over presented by 4-H Camping ; produced by the Office of Agricultural Communication & Education, University of Illinois.
; McCabe, Randy. Urbana, Ill. : Cooperative Extension Service, University of Illinois, 1989. VHS format.~ "A project of the Illinois State 4-H Camping Committee, Illinois 4-H Education Program and Cooperative Extension Service."~ Order handout title: Almost over; a 4-H camp promotional video. 1 videocassette (12 min) : sd., col. ; 1/2 in. + order handouts. (NAL Call No.: DNAL Videocassette no.463).
Abstract: The humorous story of a young camper's letter to a friend who didn't come along. He writes about how bad camp is while we see him having a great time at everything going on. Interviews with parents are mixed into the story to illustrate the quality of the programs, facilities, and staff that make up 4-H Camp. The video conveys the positive emotions that 4-H Camp experiences create for those who choose to get involved: fun, freedom, adventure, friendship, challenge, responsibility ... The video is an effective promotional tool to: recruit campers, gain parents' support, develop community involvement, raise funds, and recruit staff.

0004
Anticipating issues.
Harriman, L.C. Madison, Wis. : Extension Journal. Journal of extension. Summer 1989. v. 27. p. 23-25. Includes references. (NAL Call No.: DNAL 275.28 J82).
The author compares two types of change, cyclical and structural, in the context of program planning. The dimensions for both types of change and appropriate responses for issue programing are described.

0005
Applied psychology in personnel management /Wayne F. Cascio.
Cascio, Wayne F. Englewood Cliffs, N.J. : Prentice-Hall, c1987. Includes indexes. xv, 510 p. : ill. ; 25 cm. Bibliography: p. 462-497. (NAL Call No.: DNAL HF5549.C297 1987).
Abstract: Personnel psychology, as defined by the author, is the application of psychological research and theory to problems of organizational human resource utilization. Written for individuals with some background in personnel management and basic statistics, the overall objective of the author is to help the student or professional effectively integrate psychological theory with appropriate tools and methodologies for increasing organizational effectiveness. The book begins with a discussion of the pervasive nature of organizations in human society followed by an overview of the legal considerations of employment and personnel management.~ A conceptual model for viewing the personnel process is introduced in Chapter 3 where an open systems approach portrays the topical areas of job analysis and evaluation, human resource planning, recruitment and initial screening, selection, training, and performance appraisal as a network of sequential, interdependent components comprising a complex personnel process. The model presented in Chapter 3 provides a framework and structure for the rest of the book. Each of the topical areas of the personnel process is sequentially addressed in subsequent chapters. Other major topics covered include: the law and personnel management; measurement of individual differences; compensation and rewards; and ethical issues in human resource management. The book places great emphasis on the use of systematic and reliable procedures of measurement and assessment throughout the human resource management domain.

0006
Assessing realityMable J. Grimes, Charles Williams.
Grimes, Mable J. ; Williams, Charles. Stacy, MN : Spectra Photo/Audio, 1988 . Presented at the 1988 National Association of Extension 4-H Agents 42nd Annual Conference, Nov. 6-10, 1988 Minneapolis, MN.~ "317-T10."~ Title in proceedings: Assessing reality in order to meet the critical needs of minority youth through 4-H youth development. 1 sound cassette (ca. 90 min.). (NAL Call

No.: DNAL Audiocassette no.133).

Abstract: Objective: To link what is
known about minority adolescent
development to what actually occurs in
4-H youth development programs,
participant Outcomes: Understand the
critical needs of youth by assessing the
realties of their environments; consid
er how programs can be more responsive
to the racial, ethnic and gender
differences that exist among adolescents
in their communities; and review ways in
which their 4-H programs can respond to
these needs. Method: The workshop will
allow participants to participate in
their own learning through discussion,
role play and paper-pencil exercises.

0007
**Attitudes of members and their parents
about competition and pressure to win in
4-H for Clay County, Minnesota /by
Sharon Louise Query.**
Query, Sharon Louise. 1985. Thesis
(M.S.)--North Dakota State University,
1985. Spine title: Attitudes of 4-H
youth & parents about competition.~
Typescript (photocopy).~ Abstract (2
leaves) bound with copy. ix, 107 leaves
: forms ; 28 cm. Bibliography: leaves
68-70. (NAL Call No.: NdFA S533.F66Q47
1985).
Abstract: This master thesis
investigates the differences in
attitudes about 4-H competition and the
pressures to win between youth members
and their parents of Clay County,
Minnesota. 109 4-H members and their
parents participated in this study by
each filling out a questionnaire
designed for the member or for the
parent. The members are also divided by
age; 9 to 11, 12, to 15, 16, to 19, to
determine if any age differences occur.
Results show that no significant
relationships exist between 4-H members
aging 9-15 and their parents concerning
attitudes about competition. Positive
relationship is indicated for older
members' and their parents' agreement on
the perception of the pressures to win.
Additional results about members found
that the majority of members prefer
competitive activities, males displayed
more competitive attitudes and desire
for competitive activities than females,
and members preferred trophies and cash
awards for championship exhibits.~
Parents results include equally divided
preference for competitve or cooperative
activities for their children, a
majority report they did not pressure
their child to win, and earning was
given as the reason why their child
should participate in 4-H. An expanded
study was recommended in order to
compare results with other groups of 4-H
members and their parents.

0008
**Behavior in organizations /Lyman W.
Porter, Edward E. Lawler, III and J.
Richard Hackman.**
Porter, Lyman W. ; Lawler, Edward
E.~Hackman, J. Richard. New York :
McGraw-Hill, 1975. xiv, 561 p. : ill. ;
25 cm. (NAL Call No.: DNAL HD31.P645).
Abstract: This book is designed to serve
as an introduction to the study of
individual behavior in organizations.
Particular focus lies in the study of
the interaction between individuals and
organizations in a work environment. The
book is organized into five parts. Part
I includes a discussion of the nature of
both individuals and organizations and
presents a variety of viewpoints and
theories for understanding and analyzing
each. Part II investigates the
initiation and development the
relationship between organizations and
individuals and the introduces basic
concepts of career development
processes. Structural processes
affecting or influencing work behavior
are discussed in Part III. Topics
discussed include how contextual factors
such as technology, society,
environment, and human resources affect
behavior; organizational design; and job
design.~ Part IV deals primarily with
the organizational functions of
performace appraisal and evaluating and
rewarding work effectiveness. Also
included in Part IV is a discussion of
the social influences on organizational
members and performance. Part IV is
devoted to the topical areas of
planning, implementing, and evaluating
organizational change efforts.
Throughout the work, the authors place
considerable emphasis on the analysis
and implications derived from the
material presented.

0009
Beyond deterrence.
JSISAF. Lebow, R.N. ; Stein, J.G. New
York, N.Y. : Plenum Publishing
Corporation. The Journal of social
issues. Winter 1987. v. 43 (4). p. 5-71.
Includes references. (NAL Call No.: DNAL
HM1.A3J65).
Part 1 of this essay reviews cases of
deterrence failure and assesses the
political, psychological, and practical
obstacles to the success of deterrence.
The evidence suggests that the utility
of deterrence is limited to a narrow
range of cases. It is appropriate only
when leaders are motivated largely by
"opportunity" rather than by "need,"
have the political freedom to exercise
restraint, are not misled by grossly
distorted assessments of the
political-military situation, and are
vulnerable to the kind of threats a
deterrer can make. Deterrence must also
be practiced early on, before an
adversary commits itself to a challenge
and becomes correspondingly insensitive
to warnings that its action is likely to
meet with retaliation. Unless these
conditions are met, deterrence will at
most be ineffective and at worst
counterproductive. Part II examines
deterrence successes and those cases
where deterrence might have succeeded
had it been attempted. A case-by-case
review makes it apparent that there are
few unambiguous examples of the success
of deterrence. Inevitably, proponents of
deterrence resort to counterfactual
reasoning to allege that deterrence
would have worked had it been tried. A
review of these arguments suggests that

they too are frequently open to multiple interpretation. Because the evidence of success is ambiguous and because deterrence can be ineffective, uncertain, and risky, it must be supplemented by other strategies of conflict management. Part III looks beyond deterrence to strategies of "reassurance" that might substitute for or complement deterrence and reduce some of its obvious risks. Strategies of reassurance presume ongoing hostility but, unlike deterrence, root the source of that hostility in an adversary's sense of acute vulnerability. The essay reviews strategies that seek to reassure an adversary through reciprocal bargaining strategies, through irrevocable concessions, through self-restraint, through the development of "norms of compet

0010
Building a strong advisory group.
Macduff, N. Boulder, Colo. : Association for Volunteer Administration. The Journal of volunteer administration. Spring 1989. v. 7 (3). p. 31-33. (NAL Call No.: DNAL HV91.J68).
This article is a discussion of factors to consider when working with an advisory group. The author gives recruitment suggestions, including a list of key points that should be discussed with a prospective advisory group volunteer. She also considers the focus of the group, reports, job descriptions, and staff support.

0011
A casual model of the antecedents of organizational commitment among professionals and nonprofessionals.
Mathieu, J.E. ; Hamel, K. Duluth, Minn. : Academic Press. Journal of vocational behavior. June 1989. v. 34 (3). p. 299-317. Includes references. (NAL Call No.: DNAL HF5381.A1J68).
This research developed and tested a model of organizational commitment. The model included factors hypothesized to be antecedents to organizational commitment, including organizational formalization, organizational decentralization, role strain, motivating potential, growth need strength, and job satisfaction. Using both professionals and nonprofessionals, this model was tested 1) to examine the degree to which the model accounted for variance in organizational commitment and 2) to compare how the antecedents identified related to organizational commitment. The hypothesized antecendents were measured using various scales in a questionnaire format. Path analysis was used to test the overall model and each individual path. In both groups most of the elements of the proposed model were supported by the results. Data indicated that the model could be revised to include paths from individual models, which differed between the professionals and nonprofessionals.

0012
Chicano community organizations and the idea of ethnic coalitions: a case study.
Ortiz, I.D. Medford, Mass. : Association of Voluntary Action Scholars. Journal of voluntary action research. July/Dec 1981. v. 10 (3/4). p. 85-98. Includes references. (NAL Call No.: DNAL HV40.J68).
This paper decribes an unsuccessful attempt to form a coalition on the part of several ethnic organizations. It finds that leaders of coalescing ethnic organizations are restricted by conditions of collaboration imposed govermentally. When such collaboration threatens organizational goals, it will be abandoned. Thus federal programs aimed at inspiring community development may actually impede the formation of coalitions.

0013
Comparing theories of child development /R. Murray Thomas.
Thomas, R. Murray 1921-. Belmont, Calif. : Wadsworth Pub. Co., c1985. Includes indexes. xvii, 478 p. : ill. ; 24 cm. Bibliography: p. 452-467. (NAL Call No.: DNAL BF721.T456 1985).
Abstract: The purpose of this work is to provide the reader with a foundation for comparing theories of child development while acquainting the reader with key aspects of the theories presented. The author, recognizing there are more theories than can be a ddressed in a single work, has selected those theories that meet three criteria: 1) the theory has been popular; 2) the theory has been influential and ; 3) the theory is representative of a class of family of theories. Chapter One defines terms and describes standards or criteria often used to distinguish "good theory" from "bad theory". Chapter Two focuses on the content characteristics of child development theories. Chapters Three through Sixteen capture key aspects of better known theories categorized as: theories from the past; developmental; psychoanalytic; language and thought; behaviorist; humanist. The theories of Piaget, Freud, Havighurst, Gesell, Vygotsky, Kohlberg and others are included.~ The final section of this work provides sources of further theories and an annotated bibliography.

0014
A comparison of attitudes toward competition in Ohio 4-H current 4-H members versus 4-H dropouts /by Christy Sue Collins.
Collins, Christy Sue, 1962-. 1986. Thesis (M.S.)--Ohio State University, 1986. Vita. viii, 98 leaves ; 28 cm. Bibliography: leaves 96-98. (NAL Call No.: DNAL S533.F66C622).
Abstract: The purpose of the study was to describe attitudes of current 4-H members and dropouts toward competition, and identify any existing differences. Preferences of members and dropouts toward direct versus indirect competition were also described an d compared. The population studied was 4-H members and 4-H dropouts. Questionnaires

were mailed to 172 4-H members (80 percent response) and 172 dropouts (72 percent response). In attitudes toward competition, membership status was found to be significant. No significant differences were found on the basis of sex, age, or years in 4-H. Sex and membership status were found to be significant in preference toward direct versus indirect competition; age and years in 4-H age were not significant. All groups had negative attitudes toward competition. In addition, all groups preferred indirect competition.

0015
Computer simulation of policy alternatives of the Minnesota 4-H youth development program /by Laurel Eileen Stulken.
Stulken, Laurel Eileen. 1982. Thesis (Ph.D.)--University of Minnesota, 1982. Cover title.~ "September 1982.". iv, 166 leaves ; 28 cm. Bibliography: leaves 141-147. (NAL Call No.: DNAL S533.F66S82).
Abstract: Human Service organizations are influenced in significant ways by elements in their environment. The way Human Service organizations structure themselves, the technology they utilize and the environment in which they operate are the variables considered in this research model. A simulation model is constructed for the purpose of assisting decision makers in analyzing potential alternatives for decision making. The Human Service organization utilized for the purposes of this study was the Minnesota 4-H Youth Development program for the University of Minnesota Agricultural Extension Service. The model was constructed based on the theory of organizations which includes their structure, technology, and environment and the relationships between the same. A casual map of the relationships was developed. Indicators of structure, technology, and environment were identified and data for each indicator collected from the periods 1925-1980.

0016
Conversational planning.
Schon, D.A. New York : Holt, Rinehart, and Winston, c1985. The Planning of change / edited by Warren G. Bennis, Kenneth D. Benne, Robert Chin. p. 247-253. (NAL Call No.: DNAL HM101.P558 1985).

0017
A county marketing plan for the New Jersey 4-H prep program /by Judith S. Baillere.
Baillere, Judy S. 1983. Thesis (Master's)--Glassboro State College, 1983. v, 44, 32 leaves ; 29 cm. Bibliography: leaf 40. (NAL Call No.: DNAL S533.F66B34).
Abstract: This County Marketing Plan for the New Jersey 4-H Prep Program reflects a marketing profile of 4-H Preppers (7-9 years old) and their families researched in Salem and Gloucester Counties. The plan utilizes the classic P's of marketing and is supported by

supplementary materials including Leader's Guide, news releases, public service announcements, brochures, and a slide tape presentation.

0018
Current federal policies and programs for youth /by J.R. Reingold and Associates, Inc.
Washington, D.C. (1001 Connecticut Ave., N.W., Suite 301, Washington 20036-5541) : Youth and America's Future, William T. Grant Foundation Commission on Work, Family and Citizenship, 1987 . Cover title.~ "June 1987.". vi, 41 p. ; 28 cm. (NAL Call No.: DNAL HQ799.7.C8).
Abstract: This paper is a report on existing programs and policies for youth in federal agencies. The programs discussed are from the following five U.S. Departments: Labor, Health and Human Services, Education, Justice, and Defense. The first section provides issues to consider and an introduction to current youth policies. Following this is a chapter devoted to programs and policies in each of the five departments. Programs discussed include the Job Training Partnership Act, Social Services Block Grant, Head Start, Child Welfare, Adoption Opportunities Program, Aid to Families with Dependent Children, Elementary and Secondary Education, Bilingual Education, Special Education, Missing and Exploited Children's Program, and the Military Family Resource Center.

0019
The current state of planned changing in persons, groups, communities, and societies.
Benne, K.D. New York : Holt, Rinehart, and Winston, c1985. The Planning of change / edited by Warren G. Bennis, Kenneth D. Benne, Robert Chin. p. 68-82. Includes references. (NAL Call No.: DNAL HM101.P558 1985).

0020
Determining needed competencies of extension county 4-H agents and Developing a curriculum to provide those competencies /submitted by Charles W. Sappington ... et al. .
; Sappington, Charles Wesley. Mississippi State, Miss. : Mississippi State University, Dept. of Agricultural and Extension Education, 1977 . At head of title: Final report. Special needs project.~ Cover title: Development of a curriculum for professional youth workers.~ "July, 1977.". viii leaves, 388 p. : ill., map ; 28 cm. Bibliography: p. 369-388. (NAL Call No.: DNAL S534.M7D4).
Abstract: This project was to determine competencies needed by 4-H youth agents and develop a curriculum to provide those competencies. Seventy-five competencies in seven categories made up the instrument administered to 1,953 Extension workers and volunteer leaders representing 43 states. A curriculum based on this project's process should produce learners who can perform competently when employed and who have the basic values and concepts necessary

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to solve problems and to cope effectively in various situations. This process follows the assumption that the competencies identified as being needed by your professionals require cognitive, affective, and psychomotor behaviors. Necessary concepts, values, and skills must be learned to properly perform the competencies. Such curricula leads to an education which will be operationally and occupationally beneficial and includes concepts, values, and skills which help individuals adapt and solve problems which are different from or in addition to the ones originally learned.

0021

The diffusion of QWL as a paradigm shift.
Mohrman, A.M. Jr. ; Lawler, E.E. III. New York : Holt, Rinehart, and Winston, c1985. The Planning of change / edited by Warren G. Bennis, Kenneth D. Benne, Robert Chin. p. 149-161. Includes references. (NAL Call No.: DNAL HM101.P558 1985).

0022

Discussing and deciding a deskbook for group leaders and members /Thomas M. Scheidel, Laura Crowell.
Scheidel, Thomas Maynard, 1931-. ; Crowell, Laura. New York : Macmillan, c1979. xv, 331 p. : ill. ; 24 cm. Includes bibliographical references and indexes. (NAL Call No.: DNAL HD30.23.S2).
Abstract: This book presents insights and research on discussions and discussion groups. The roles of discussion group leaders and members and discussion group procedures are considered. The book is based on four assumptions: 1) every discussion group has a task and can be viewed as a task group ; 2) every discussion group can be viewed as a team ; 3) the discussion team is focused on its task by its leader ; and, 4) any discussion team (members and leader) can improve its work by study and application of sound group discussion methods. Topics include: the basic components of discussion groups, the interactions which takes place in discussion groups, and special techniques applicable to situations in discussion groups.

0023

Enhancing our image: strategies for marketing.
Crave, M.T. ; Janke, B.B. Madison, Wis. : Extension Journal. Journal of extension. Fall 1988. v. 26. p. 13-14. Includes references. (NAL Call No.: DNAL 275.28 J82).
This article describes a four-year marketing plan to reposition the public's view of Extension home economists in Wisconsin. Extension home economists have numerous affiliations and titles including "teacher, agents, Extension home economists, Extension Homemaker advisers, and home agents." A marketing effort was implemented to make the public recognize the Extension home economists as experts on family.

0024

Essentials of management /Harold Koontz, Dyril O'Donnell, Heinz Weihrich.
Koontz, Harold, 1908-. ; O'Donnell, Cyril,; 1900-~Weihrich, Heinz. New York : McGraw-Hill, c1986. "A concise version of the eight edition of the author's Management.". xxiii, 564 p. : ill. ; 24 cm. Includes bibliographies and indexes. (NAL Call No.: DNAL HD31.K62 1986).
Abstract: Essentials of management is a comprehensive treatment of the science and art of managing designed for broad-based utility for all levels of management and in all types of organizations. The authors maintain throughout that the functions of managers are essentially the same from top executives to first level supervisors and that the basics of management are applicable and relevant to anyone with managerial responsibility. The authors organize the book according to the major managerial functions of planning, organizing, staffing, leading, and controlling arranged in a comprehensive model of the management process. Part One covers the basics of management theory and science and different approaches to viewing organizations and management. Part Two deals with the managerial function of planning with chapters dealing with nature and purpose of planning, objectives, strategies and policies, and decision making.~ Part Three addresses the organizing function of a manager through chapters dealing with the nature and purpose of organizing, basic departmentation, line and staff aulthority, decentralization of authority, and enhancing the effectiveness of organization. Staffing is dealt with in Part Four. Topical areas include the nature and purpose of staffing, selection, performance appraisal, and the manager's role in organizational development. Part 5 addresses the concept of leading through chapters on managing and its relationship to human behavior, motivation and leadership, and communication. Finally the notion of control is discussed in Part Six. Chapters in this section address the process of controlling, information systems, controlling production and operations management, overall performance and preventive control. Case studies and examples are used throughout.

0025

An evaluation of the 4-H VISTA project 1982-83 /Diane Hedin and Paula Simon.
Hedin, Diane. S.l. : s.n., 1983? . 38, 2 p. ; 28 cm. (NAL Call No.: DNAL S533.F66H432).
Abstract: This study was conducted to explore whether 4-H had a role to play in inner city, minority communities in Minnesota and what the nature of that role should be. All but one of the VISTA's who were still working were personally interviewed. County agents who were responsible for supervising the VISTA's in their county were also asked to complete a short, two-page written

questionnaire. A series of informal interviews were conducted with members of the 4-H state staff, who had direct responsibility for the program, a few Extension staff members in different communities were involved but did not supervise VISTA's and the State VISTA/Action coordinator who funded the project. The proposal and the quarterly reports were also analyzed. It was concluded that the following factors should be considered when lanching a similar effort:~ 4-H's orientation toward year-long planning cycles, and the difficulty of addng large new programs during that cycle; and the supervisor's experience with 4-H urban programming.

0026
An evaluation of training materials for county 4-H councils /by Arlene Kay Shew.
Shew, Arlene Kay. 1988. Thesis (M.S.)--Washington State University, 1988. vii, 138 leaves ; 28 cm. Bibliography: leaves 71-73. (NAL Call No.: DNAL S533.F66S58).
Abstract: This study focuses on county 4-H council training materials developed by Kentucky 4-H. The purpose is to make recommendations for maintaining or strengthening the content of the training materials against training objectives. An analysis of the training material content identified three categories: objectives, topics and sub-topics. An audit of the materials determined that all sub-topic and topic content categories supported a training objective. Two survey instruments were developed to measure the response of training participants to content ideas presented in two sessions. The study indicates response of participants of perceptions of change in understanding of content ideas resulting from training and recommendations made.

0027
Factors affecting the reenrollment and dropout rates in Wyoming 4-H clubs as perceived by younger first year 4-H members and their parents /by Kathleen E. Popken.
Popken, Kathleen E. 1986. Thesis (M.A.)--University of Wyoming, 1986. "August 1986.". viii, 160 p. : forms ; 28 cm. Bibliography: p. 124 -126. (NAL Call No.: DNAL S533.F66P66).
Abstract: This study was to determine the factors which affect a youth's decision to reenroll in or drop out of a 4-H club, after one year of membership. A sample of youth who enrolled in a Wyoming 4-H club at age eight and then either reenrolled or dropped out were sent a survey about their 4-H experience. Their parents were sent a similar instrument. A total of 250 of 540 surveys were returned and processed. Frequency and contingency tables were used to determine statistical significance of the responses. Results showed some significance between a youth's decision to reenroll or drop out and several of the factors noted on the survey instrument. Results also indicated a relationship between the parent's past 4-H experience, residence, educational level and the youth's decision to reenroll or drop out.

0028
Factors associated with participation of older 4-H members in West Baton Rouge Parish, 1980 /by Lorris Metz Rochon.
Rochon, Lorris Metz, 1942-. 1981. Thesis (M.S.)--Louisiana State University and Agricultural and Mechanical College, 1981. Vita.~ Typescript (photocopy). vi, 60 leaves ; 29 cm. Bibliography: leaves 46-47. (NAL Call No.: DNAL S533.F66R64).
Abstract: The purpose of the study was to determine the nature and extent of participation by older 4-H club members for use in future parish and state programming. Questionnaries were completed by 72 ninth, tenth, and eleventh grade club members attending the September 1980 4-H club meetings held with the three high school clubs. Correlation procedure and analysis of variance were used to test the relationship of the importance placed on the 4-H club versus participation in other clubs and relationships of cooperation, competition and satisfaction in the 4-H club with participation in 4-H programs. The findings indicate high family stability and residency tenure among the families of respondents. Club members and parents were club or organization oriented. Over one-half joined 4-H without any influence.

0029
Factors influencing State of Arizona Cooperative Extension 4-H agents to leave their profession /by Patrick Joseph Squire.
Squire, Patrick Joseph. 1982. Thesis (M.S.)--University of Arizona, 1982. Typescript (photocopy). viii, 86 leaves ; 28 cm. Bibliography: leaves 85-86. (NAL Call No.: DNAL S533.F66S68).
Abstract: This study identified the factors that influenced Arizona Cooperative Extension 4-H agents to leave their profession between 1970 and 1981. A population comprised of 21 current and 32 former Arizona Cooperative Extension 4-H agents was utilized. Data were collected via a mailed questionnaire. Salary, weekend and evening meetings and pay per hour of work had "very much influence" on the former 4-H agents' decision to leave their profession. Current 4-H agents also indicated that salary, weekend and evening meetings and pay per hour might influence 4-H agents to leave their profession. Working with youth to achieve goals and awards had more influence on both the former and current 4-H agents to enter 4-H as a profession than salary or their parents. Majority of the former 4-H agents who were employed at older ages (28 and above) tended to stay longer in the 4-H profession than those employed at younger ages.

0030

Factors limiting Hispanic involvement in 4H /by Mary Wavra Harmon.
Harmon, Mary Wavra. 1986. "A report presented to the Faculty of the School of Education, San Diego State University, in partial fulfillment of the requirements for the Course, Education 795A and B seminar, Dr. Alfredo Merino.". vi, 65 leaves ; 28 cm. Bibliography: leaves 52 -55. (NAL Call No.: DNAL S533.F66H255).
Abstract: The 4-H program in Imperial county is mainly participated in by middle-class Anglo youth, although the county's minority population, particularly Hispanics, continues to increase. Reasons for the lack of Mexican-American involvement in Imperial county 4-H clubs is the major focus of this paper. Awareness, perception and parental support by the Hispanic community appear to be the major barriers to minority enrollment. This paper investigates these factors and draws conclusions based on data obtained through a sample survey of 119 Anglo and Hispanic fifth-graders.

0031

Finding the hidden dollarDonna Asbury, M. MacDonald.
Asbury, Donna. ; MacDonald, M. Stacy, MN : Spectra Photo/Audio, 1988 . Presented at the 1988 National Association of Extension 4-H Agens 42nd Annual Conference, Nov. 6-10, 1988, Minneapolis, MN.~ "317-T20A; 317-T20B.". 2 sound cassettes (ca. 120 min.). (NAL Call No.: DNAL Audiocassette no.116).
Abstract: Expand private resources for your county 4-H program by reaching new donors, in cooperation with state and national efforts. Plan for success--learn how to conduct needs assessment and determine goals. Evaluate fund raising options such as direct mail, door-to-door, special events and requests to individuals, corporations and foundations. Determine your best donor prospects based on national giving trends. Match your case for fund raising to the potential donors' needs and interests. Ask for the gift--learn how to solicit contributions, overcome anxiety in asking for a gift, and gain practical experience in making the request.

0032

A Follow-up study of the National Youthworker Education Project, 1975-1980 preliminary report prepared for a Working Conference on Youthwork in the 80's, August 25-26, 1986 /sponsored by the Lilly Endowment, Inc. and the Center for Youth Development and Research.
St. Paul, Minn. : University of Minnesota, 1986? . 1 v. (various foliations) : ill. ; 28 cm. Includes bibliographical references. (NAL Call No.: DNAL HV11.F6).
Abstract: This is a preliminary report of the follow-up study of the National Youthworker Education Project that provides information on the current status of professional youthwork practice in the voluntary youth serving organizations and assesses the current in-service training needs of organization personnel who work both directly and indirectly with youth. NYEP alumni were surveyed by telephone interview. All participants were asked to assess their experiences with the project and their opinions reported.

0033

Helping children from alcoholic families: approaches and caregivers.
Washington, D.C. : Office of Human Development Services, Department of Health and Human Services. Children today. Jan/Feb 1986. v. 15 (1). p. 13-16. ill. Includes references. (NAL Call No.: DNAL HV701.C51).
This article examines different caregivers and various methods they can employ to help children of alcoholics. Three broad areas are identified: 1) the schools and the role played by teachers; 2) youth agencies and associations which includes correctional halfway houses for runaways and youth with substance abuse problems, recreational associations in churches and communities; and 3) treatment settings which includes hospitals, private and public agencies. Caregivers in each of these categories range from teachers to social workers, youth workers, physicians, nurses, psychologists and alcoholism counselors.

0034

Hotlines for children: what makes them effective?.
Long, T.J. ; Long, L. Washington, D.C. : Office of Human Development Services, Department of Health and Human Services. Children today. Mar/Apr 1988. v. 17 (2). p. 22-25. ill. Includes references. (NAL Call No.: DNAL HV701.C51).
Over 200 hotlines for children home alone operate in the United States, handling more than one million calls each year. The authors describe four hotline models and outline guidelines for effective kids' lines. The common denominators underlying successful phone lines for children in home self-care situations are identified as: pro-family philosophy, highly trained volunteers, consultation and support systems for professional and volunteers; sensitivity to cultural and language differences, close supervision of volunteers, professional back up, close contact with other agencies, recordkeeping and evaluation, confidentiality and an attention to legal issues. Currently hotlines are not monitored nor are they accessible to all children. The authors conclude that there is a need for a national children's hotline center to enhance local efforts to meet the needs of thousands of children home alone.

0035

Human performance /Paul M. Fitts, Michael I. Posner.
Fitts, Paul Morris, 1912-. ; Posner, Michael I. Westport, Conn. : Greenwood Press, 1979, c1967. Reprint of the ed. published by Brooks/Cole Pub. Co., Belmont, Calif., which appeared in Basic concepts in psychology series.~ Includes

indexes. x, 162.p. : ill. ; 24 cm.
Bibliography: p. 151-158. (NAL Call No.:
DNAL BF481.F4 1979).
Abstract: The purpose of this book is to
create a framework for studying human
performance based on the physical and
intellectual limits of human beings. The
first chapter is an introduction to the
skills of modern man. The remaining
chapters address the following topics:
learning and skilled performance,
motivation, component processes and
performance capacities, measurement of
skills, perceptual-motor skills, and
language skills.

0036
**Identifying valued work outcomes through
a content analysis of personal goals.**
Roberson, L.R. ; Houston, J.M.~Diddams,
M. Duluth, Minn. : Academic Press.
Journal of vocational behavior. Aug
1989. v. 35 (1). p. 30-45. Includes
references. (NAL Call No.: DNAL
HF5381.A1J68).
The purpose of this study was to examine
positive and negative work outcomes in a
group through the identification of
personal work goals. Subjects were
employees from various organizations in
a metropolitan area. The semi-structured
questionnaire used the Work Concerns
Inventory to allow for free responses by
the subjects. From the questionnaires
goal statements were identified and
defined as positive or negative. Content
analysis was used to analyze the
responses. Twenty-four positive and 19
negative goal categories were
identified. Some goal categories were
both positive and negative. The authors
identified self-image goals as a new
category that did not appear in previous
research. Overall, the authors felt that
this study supported previous research
in this area.

0037
**The impact on the attitudes of 4-H
policy council members, extension
professionals and 4-H adult leaders on
the incorporation of an urban 4-H
program into the traditional program /by
Charles Edward Williams.**
Williams, Charles Edward. 1979. Thesis
(D.Ed.)--Ball State University, 1979.
Typescript (photocopy). 5, ix, 176
leaves ; 28 cm. Bibliography: leaves
169 -176. (NAL Call No.: DNAL
S533.F66W544).
Abstract: The purpose was to analyze the
impact on 4-H policy council members,
Extension professionals and 4-H adult
leaders regarding the incorporation of a
4-H urban program into the traditional
4-H program. The study was designed to
provide data for Cooperative Extension
Service personnel concerning the impact
of changes in attitudes toward policy
and administration of 4-H programs, as
well as develop ways and means for the
integration of an urban 4-H program into
the traditional 4-H program. The
documentation produced new base line
information and will enhance efforts in
determining resources, training and
programmatic needs of an urban 4-H
program.

0038
**Increasing charitable contributions: an
experimental evaluation of the American
Cancer Societys recommended solicitation
procedures.**
Mark, M.M. ; Shotland, R.L. University
Park, Pa. : Association of Voluntary
Action Scholars. Journal of voluntary
action research. Apr/June 1983. v. 12
(2). p. 8-21. Includes references. (NAL
Call No.: DNAL HV40.J68).
Door to door fund raising has been a
major source of funds for several
charities including the American Cancer
Society (A.C.S.). However, the amount
raised in door to door compaigns is
decreasing, relative to other sources of
funds. The purpose of this field
experiment was to evaluate the (A.C.S.)
solicitation procedure and to determine
if the procedure could be improved. The
variables manipulated were: timing of
the presentation of informational
materials, range of contribution
solicited, and style of plea.

0039
**Increasing intrinsic motivational change
within organizations.**
Newby, T. Washington, D.C. : The
National Society for Performance and
Instrction. Performance & instruction.
July 1989. v. 28 (6). p. 36-41. Includes
references. (NAL Call No.: DNAL
LB1028.5.N3).
This article discusses the motivation of
employees when implementing changes
within an organization. First, the
author describes the process of
traditional organizational change. This
is followed by a discussion of the
nature and intrinsic factors of
motivation. These factors include
challenge, competence, novelty,
complexity, organization, choice,
responsiveness of the environment, and
perceived alternatives. The author ends
with a brief section on incorporating
these intrinsic factors into an
organization.

0040
**Innovation and entrepreneurship practice
and principles /Peter F. Drucker.**
Drucker, Peter Ferdinand, 1909-. New
York : Perennial Library, 1986, c1985.
Includes index. ix, 277 p. ; 21 cm.
Bibliography: p. 267-268. (NAL Call No.:
DNAL HD62.7.D7 1986).
Abstract: This book presents the actions
and behaviors of entrepreneurs, which
Drucker contends should be a part of
every executive. An introduction on how
innovation and entrepreneurship relate
to the economy leads into the three
parts of this book. Part I: The Practice
of Innovation describes where and how
the entrepreneur searches for innovative
opportunities and developes that
opportunity into a usable idea. Part II:
The Practice of Entrepreneurship
concerns the institutions that foster
entrepreneurism. These consist of
existing businesses, public-service
institutions, and new ventures. This
part also brings forth what is needed to
be successful as an entrepreneur. Part
III: Entrepreneurial Strategies offers

ways to bring an innovation successfully
into a market. This book concludes with
how innovation and entrepreneurism
relate to society.

0041

**The Interrelationship of self-concept
and performance and selected
characteristics of extension 4-H youth
agents within the Mississippi
Cooperative Extension Service /by Jean
Bonds Crane.**
Crane, Jean Bonds. 1981. Thesis (Ed.D.)
- Mississippi State University, 1981.
Typescript (photocopy). xi, 69 leaves :
ill. ; 28 cm. Bibliography: leaves
65-69. (NAL Call No.: DNAL S544.3.M7C7).
Abstract: The purpose of this study was
to determine the interrelationship of
the Mississippi Cooperative Extension
Service 4-H Youth Agents' self-concept
as measured by the MCES Performance
Evaluation Instrument with selected
characteristics. Statistical procedures
consisted of determining central
tendencies, frequencies, percentages,
and stepwise multiple regression. Data
analysis revealed no significant
correlations between the scales related
to personal, physical, family, moral,
ethical, and social self and performance
of 4-H Youth Agents. Stepwise multiple
regression produced no combination of
self-concept variables significantly
related to overall performance of
respondents. Only one variable, gender,
explained a statistically significant
portion of variance. Female agents
scored higher than males on the
performance rating. All the variables in
the predictor set collectively explained
24.33 percent of the performance
variance. The self-concept variables of
self-criticism and moral-ethical self
were not related enough to the
performance measurement to enter the
prediction equation.

0042

**It's worth the effort: understanding our
clients.**
Meadowbrook, A. ; Fletcher, R.L.
Madison, Wis. : Extension Journal.
Journal of extension. Fall 1988. v. 26.
p. 18-19. Includes references. (NAL Call
No.: DNAL 275.28 J82).
The Marion County Office of the Oregon
State University conducted interviews of
262 Extension clientele and
non-Extension clientele to determine a
profile of the Extension user. Results
of the study show that a
disproportionately large number of
clients are over 60 years old and are
retired. Marion County clients "are more
formally educated than most residents;"
62% have some college training. Of those
surveyed, 90% were aware of the variety
of information available from Extension,
89% view agents as experts in their
given field, amd 84% think Extension
provides the most recent scientific
information. Almost half of the
respondents thought that most 4-H Club
members lived on farms. Ninety-nine
percent of clients were satisfied with
services and 94% believed they received
the help they needed.

0043

Keeping 4-H members.
Hartley, R.S. Madison : Extension
Journal. Journal of extension. July/Aug
1983. v. 21. p. 19-24. Includes
references. (NAL Call No.: DNAL 275.28
J82).
A completed West Virginia study
determined re-enrollment and dropout
rates of 76 first-year 4-H club members,
ages 8-11. This study also examines
factors that seemed to have a bearing on
whether a person will stay in 4-H.
Implications for curriculum,
organizational, and personnel decisions
were established. The community 4-H club
program may increase the re-enrollment
rate of its first-year members by making
some program adjustments. The 4-H staff
needs to encourage 4-H leaders to
provide opportunities for member
participation and recognition to meet
the various needs of youth. The
first-year 4-Her must take an active
part in 4-H programs earlier in the club
year. Volunteer 4-H leaders need to
welcome and encourage parents and other
family members to become involved in
4-H. Project learning, completion, and
recognition in 4-H must be emphasized.

0044

**Leader effectiveness training, L.E.T.
the no-lose way to release the
productive potential of people /Thomas
Gordon.**
Gordon, Thomas, 1918-. New York, NY :
Putnam, 1983 , c1977. Reprint.
Originally published: New York : Wyden
Books, c1977. v1, 278 p. : ill. ; 22 cm.
Includes bibliographical references and
index. (NAL Call No.: DNAL BF637.L4G63
1983).
Abstract: This textbook presents a
comprehensive system of leadership and
procedures for the implementation of
employee participation in
problem-solving and decision-making. The
focus of this work is the interpersonal
leadership skills necessary for
operating a participative management
system. Topics include: resolving
conflicts between the needs of
individuals and organizations;
conducting performance evaluations;
making meetings more productive;
building groups into teams; and,
avoiding domination or permissiveness.

0045

**Leadership and dynamic group action
/George M. Beal, Joe M. Bohlen, J. Neil
Raudabaugh ; art by Harry Walsh.**
Beal, George M. ; Bohlen, Joe
M.~Raudabaugh, J. Neil. Ames, Iowa,
U.S.A. : Iowa State University Press,
c1962. 365 p. : ill. ; 22 cm. Includes
bibliography. (NAL Call No.: DNAL
HM131.B34).
Abstract: This book presents
sociological and psychological
interpretations of human group behavior
in order to enhance the results of group
activity (i.e. helping groups perform
more efficiently and effectively). The
publication discusses theories of group
interaction, techniques of conducting
group activities, and evaluating group

behavior and its results.

0046
Leadership and social change /edited by William R. Lassey and Marshall Sashkin.
; Lassey, William R.,; 1934--~Sashkin, Marshall,; 1944-. San Diego, Calif. : University Associates, c1983. ix, 342 p. : ill. ; 23 cm. Includes bibliographies. (NAL Call No.: DNAL HM141.L39 1983).
Abstract: This collection of writings provides a broad overview of leadership theory, research, and practice. "Classic" materials have been retained and new works of major significance have been added. Topics include: basic concepts of leadership; styles of leadership; leadership in complex organizations; collaborative leadership in work settings; leadership in educational settings; community leadership; social movement and political leadership; and, a psychoanalytic approach to charismatic leadership.

0047
Management of organizational behavior utilizing human resources /Paul Hersey, Kenneth H. Blanchard.
Hersey, Paul. ; Blanchard, Kenneth H. Englewood Cliffs, N.J. : Prentice-Hall, c1988. Includes index. xvii, 474 p. : ill. ; 23 cm. Bibliography: p. 450-462. (NAL Call No.: DNAL HF5548.8.H4 1988).
Abstract: This textbook is a concise, easy-to-read book that emphasizes practical applied behavioral science concepts, tools and techniques for the management of human organizations. Topics include: motivation and behavior; leadership; management effectiveness; diagnosing the work environment; developing human resources; constructive discipline; building effective relationships; group dynamics; planning and implementing change; and, management theory.

0048
Managing in turbulent times /Peter F. Drucker.
Drucker, Peter Ferdinand, 1909-. New York : Harper & Row, 1985, c1980. "Harper Colophon books."~ Includes index. x, 239 p. ; 21 cm. (NAL Call No.: DNAL HD31.D78 1985).
Abstract: This book discusses the immediate future of business, society, and the economy and examines how managers should respond to new economic trends, new markets, new technologies and new institutions. The author deals with the strategies needed to transform rapid changes into opportunities and to turn the threat of change into productive and profitable action that contributes positevly to our society. Topics include: managing economic fundamentals; managing growth; innovation and change; new realities; job needs in developing countries; managing in turbulent environments; and challenges to management.

0049
Marketing: a path to programming for young families.
JHOEA. Miller, K.C. ; Wiggins, E.S. Washington, D.C. : American Home Economics Association. Journal of home economics. Spring 1989. v. 81 (1). p. 56-59. Includes references. (NAL Call No.: DNAL 321.8 J82).
This article describes a consumer education program for young families, which was developed using a marketing planning model. The objectives of this program were that young families would 1) learn sound decision-making practices early in the lifecycle and 2) learn that decisions can affect the quality of life in the future. The development of newsletter based on the steps in the marketing planning process model is described. These steps include: environmental scan, problem identification, focus, prioritization, positioning, program development, program strategy, support, delivery, and evaluation.

0050
Massachusetts Extension Agents' perceptions of the 4-H image /by Cathy Schwab Mullen.
Mullen, Cathy Schwab, 1952-. 1980. Thesis (M.S.)--Ohio State University, 1980. Typescript (photocopy). viii, 113 leaves : form ; 28 cm. Bibliography: leaves 112-113. (NAL Call No.: DNAL S534.M4M8).
Abstract: The overall purpose this study was to determine how the Extension agents in Massachusetts preceived the image of 4-H and to determine the degree of relationship between the variables--position assignment; subject matter background; county populat ion; personal characteristics; and perceptions of the 4-H image. The population included all State 4-H staff members, County Extension Directors, and County 4-H Agents working in the 13 counties with Extension programs in Massachusetts. A survey instrument was used to obtain data. The Extension professionals have very similar perception of the 4-H image. The components of the 4-H program, viewed as having the most progressive images are 4-H school programs, 4-H, teen program and media. Subject matter background, training in communication, county population, 4-H enrollment, and position assignment do not affect the image.

0051
Matching individual needs to organizational opportunitiesRoger A. Rennekamp.
Rennekamp, Roger A. Stacy, MN : Spectra Photo/Audio, 1988 . Presented at the 1988 National Association of Extension 4-H Agents 42nd Annual Conference, Nov. 6-10, 1988, Minneapolis, MN.~ "317-T4."~ Title in proceedings: A career stage model for 4-H professionals : matching individual needs to organizational opportunities. 1 sound cassette (ca. 90 min.). (NAL Call No.: DNAL Audiocassette no.132).
Abstract: A career has been described as

the "sequence of a person's work related activities and behaviors and associated attitudes, values and aspirations over the span of one's life." As we move from one career stage to another our individual values and needs also change. A successful career development plan, whether organizationally or individually initiated, must, therefore, have as a central goal to achieve as close a match as possible between individual needs and organizational opportunities. The central purpose of the workshop is to introduce a developmental model for 4-H professionals developed as a part of Phase II of the 4-H Professional Knowledge Base Project conducted at the Ohio State University. Participants will have the opportunity to take an introspective look at where they are in their careers and identify appropriate professional opportunities to help meet needs mainifest in their particular career stage.~ The relationships between the 4hprk taxonomy of professional knowledge and research and professional career developmen will also be explored. Participants will be involved in discussion groups by Extension tenure and complete a self-assessment instrument designed to identify individual strength and weakness in the five 4hprk taxonomy knowledge domains.

0052
Measuring social intimacy in same-sex and opposite-sex contexts.
Craig-Bray, L. ; Adams, G.R. Tucson, AZ : H.E.L.P. Books. Journal of adolescent research. Spring 1986. v. 1 (1). p. 95-101. Includes references. (NAL Call No.: DNAL HQ793.J68).
A validation study of the social intimacy semi-structured interview, devised by Orlofsky, Marcia and Lesser (1973), was completed to establish predictive validity with self-reported loneliness, psychosocial intimacy capacity, andsocial interactions in same-sex and opposite-sex contexts. Twenty-three males and 25 females completed the intimacy interview, a loneliness scale, an intimacy scale, and the Rochester Interaction Record. Subjects were categorized using the intimacy interview into isolated, stereotyped and intimate statuses. The evidence suggests both divergence and convergence regarding expectations associated with predictive validity. The interview assessment showed strongest convergence with self-report scales measuring loneliness and intimacy capacity and weakest convergence with social behavior experiences.

0053
Media handbook for volunteer groups.
Burke-Hughes, N. Blacksburg, Va. : Extension Division, Virginia Polytechnic Institute and State University. Publication - Virginia Cooperative Extension Service. Jan 1984. (478-002). 15 p. Includes references. (NAL Call No.: DNAL S544.3.V8V52).
The author comprehensively outlines the effective use of the three major mass communications media sources:

newspapers, television and radio. Designed for use by non-profit organizations, she presents information on audience identification, defines "news", how to submit information to the media, how to write a news release and public service announcements.

0054
Mentoring: does it work?.
Clark, R.W. ; Zimmer, B.P. Washington, D.C. : American Association for Adult and Continuing Education. Lifelong learning. May 1989. v. 12 (7). p. 26-28. Includes references. (NAL Call No.: DNAL LC5201.L5).
This article describes the development and evaluation of a mentoring system designed to supplement formal employee orientations. Fifty-eight mentors from a Cooperative Extension mentor program completed questionnaires designed to examine factors related to the success of the program. Overall, most of the mentors felt that the experience was successful. Factors related to perceived success included: understanding of the extension system, openness of communication, program planning skills, hours of mentoring, and initiator of the relationship. Program planning ideas, knowledge of the extension system, expertise, and friendship were identified as the most important outcomes from the mentoring meetings for both mentors and protegees.The author concludes by discussing the implications of a mentoring system in practice.

0055
Merging critical issue programming Gary W. Gerhard .
Gerhard, Gary Wayne, 1953-. Stacy, Mn : Spectra Photo/Audio, 1988 . Presented at the 1988 National Association of Extension 4-H Agents 42nd Annual Conference, Nov. 6-10, 1988, Minneapolis, MN.~ "317-T16."~ Title in proceedings: Issues? and answeres! : merging critical issue programming with on-going 4-H programs. 1 sound cassette (ca. 90 min.). (NAL Call No.: DNAL Audiocassette no.131).
Abstract: "Issues are matters of wide public concern arising out of complex human problems." (Issues Programming in Extension, January, 1988). As the Cooperative Extension System commits itself to issue oriented, proactive programming, the traditional walls of subject matter, audiences and methods of program delivery are being surmounted and even torn down. For Extension in general it means rellocating resources and support bases from programs lacking in critical need to those of pressing societal value. Fo r Extension Youth Development/4-H this means a long hard look at the long-term, on-going club delivery method, project based curriculum, and traditional audiences who have are the backbone of Extension's overall support nationwide (Warner & Christenson, 1984).~ This seminar is for Extension Youth Development/4-H educators who work at the local level and who are facing decisions about dividing time between their traditional

efforts and new issues identified by the organization. Participants will learn: 1) to identify barriers to issues programming; 2) to identify "windows" in current programs that will allow immediate application of issues oriented programming; 3) new strategies for advisory committee education; and 4) how to involve new audiences in the Extension programming process. Time will be spent in evaluating the possible agents themselves will make as progfessionals managing the organizational change.

0056
Mid-career support: an approach to lifelong learning in the organization.
Sanderson, D.R. Washington, D.C. : American Association for Adult and Continuing Education. Lifelong learning. Literature review. May 1989. v. 12 (7). p. 7-10. Includes references. (NAL Call No.: DNAL LC5201.L5).
This article examines the support of individuals in the mid-career stage of their profession. The author describes the mid-career and mid-life period including issues such as, specialization, identification, dreams vs. reality, responsibility, balance, and positive growth orientation. Next, organizational options are presented based on the author's interviews with Cooperative Extension staff. He categorizes the options into four areas: organizational development, expanded opportunities, and career change.

0057
Moral dilemmas of managers.
Benne, K.D. New York : Holt, Rinehart, and Winston, c1985. The Planning of change / edited by Warren G. Bennis, Kenneth D. Benne, Robert Chin. p. 471-479. (NAL Call No.: DNAL HM101.P558 1985).

0058
Motivation and work behavior / compiled by Richard M. Steers, Lyman W. Porter.
; Steers, Richard M.~Porter, Lyman W. New York : McGraw-Hill, c1983. xii, 658 p. : ill. ; 25 cm. Includes bibliographies and indexes. (NAL Call No.: DNAL HF5548.8.S719 1983).
Abstract: The overall purpose of the book is to integrate and synthesize key research efforts, theories, and applications in the area of work motivation into a single volume. The book presents a wide array of contemporary theories of motivation as well as ways they have been supported by research and practice. The link between motivation issues and other organizational functions is also exploed. The book is organized into four parts with Part I devoted to building a framework for understanding basic fundamentals of motivation theory as well as a reviw of historical approaches to the study of motivation. Part II introduces a number of contemporary theories and related research in the area of motivation. The authors sequentially introduce need theories of motivation, cognitive theories of

motivation, and reinforcement theories of motivation, followed by a discussion of the applications of the cognitive and reinforcement theories.~ Part III adddresses key issues related to motivation in the work place and is intended to build a link between theory and practice. Topics addressed in Part III include reward systems in organizations, punishment and sanctions, job attitudes, stress, performance, social influences on motivation, employee attachments to organizations, job design, and cross-cultural influences on motivation and performance. Part IV attempts to summarize the most important concepts of work and motivation into a broad-based perspective for thinking about motivation issues. The authors make use of a number of contributing authors to explain key concepts, research and theories.

0059
Networking on a shoestring.
Heinen, K. ; Padgett, M.A. Washington, D.C. : Office of Human Development Services, Department of Health and Human Services. Children today. Jan/Feb 1989. v. 18 (1). p. 30-32. ill. (NAL Call No.: DNAL HV701.C51).
The Young Parent Program, developed in 1986, is a network of individuals who represent various social service agencies, schools, hospitals, and other private and public organizations. The agencies work together to provide resources for and enhance services for pregnant teenagers who plan to either keep their child or place the child for adoption. One aspect of the program includes a panel of teen parents who visit schools, churches, and health fairs to discuss their personal decisions and experiences. Although the program has no source of income, the commitment of volunteers has allowed the program to continue its networking activities.

0060
Never miss an opportunity: developing a marketing approach.
Boldt, W.G. Madison, Wis. : Extension Journal. Journal of extension. Fall 1988. v. 26. p. 8-10. (NAL Call No.: DNAL 275.28 J82).
The author discusses fourteen key elements of an "effective, team-oriented marketing process" for Extension staff and services. His recommendations include setting up a marketing committee, including marketing responsibilities in job descriptions, developing a brochure and newsletter, and establishing incentives for marketing efforts.

0061
The new competition /Philip Kotler, Liam Fahey, Somkid Jatusripitak.
Kotler, Philip. ; Fahey, Liam,; 1951-~Somkid Jatusripitak. Englewood Cliffs, N.J. : Prentice-Hall, c1985. Includes index. xii, 292 p. : ill. ; 24 cm. Bibliography: p. 268-281. (NAL Call No.: DNAL HF5415.12.J3K6).

Abstract: Japan was a vanquished country after World War II, but it has since risen to become one of the worlds leading economic powers. This book examines the principles Japan used to make this rise to economic power. Part I: The Marketing Battleground examines Japan's record of success, with emphasis on the causes and marketing strategy that helped them aquire their economic power. Part II: Far Eastern Marketing Strategies: The Road To Domination discusses the range of marketing strategies that Japan used to enter markets, deeply penetrate those markets, confront opponents, and then dominate the market. Part III: Meeting The New Competition reveals how Western companies can respond to Japan's marketing strategy. This book contains many examples of the methods Japan used to enter different markets and used their marketing strategy dominate.

0062
Occupational stress, strain, and coping in university faculty.
Richard, G.V. ; Kriesnok, T.S. Duluth, Minn. : Academic Press. Journal of vocational behavior. Feb 1989. v. 34 (1). p. 117-132. Includes references. (NAL Call No.: DNAL HF5381.A1J68). Three questionnaires were each answered by 83 university faculty members to assess the relationships between male and female faculty. The research focused on how personal strain, personal resources, and occupational roles affect stress, strain, and coping.

0063
Often difficult--but worth it. Collaboration among professionals.
Walker, J.A. Madison, Wis. : Extension Journal. Journal of extension. Winter 1988. v. 27. p. 8-10. (NAL Call No.: DNAL 275.28 J82).
This article examines the problems encountered to achieve a successful collaborative effort between extension professionals and academic researchers. A joint effort between the Minnesota Extension Service and the University of Minnesota School of Medicine on stress, depression and suicide prevention among teens is used for this analysis. A description of the program is first provided. Next, the issues in collaboration are highlighted, and finally the lessons drawn from this type of project are enumerated.

0064
On thinking about the future.
Michael, D.N. Newbury Park, Calif. : Sage Publications. Journal of humanistic psychology. Winter 1989. v. 29 (1). p. 37-53. Includes references. (NAL Call No.: DNAL BF1.J682).
The author conveys what he has learned by thinking about the future. He discusses the appropriate use of and the pitfalls of future studies. He emphasizes that predicting the future requires that many elements be taken into consideration; this task is not an easy one. The author details incentives and decentives for using future studies.

Although these studies should be viewed with caution, the author contends that they are necessary for understanding our changing world.

0065
Organizational behavior /Don Hellriegel, John W. Slocum, Richard W. Woodman.
Hellriegel, Don. ; Slocum, John W.~Woodman, Richard W. St. Paul : West, c1986. xix, 651 p. : ill. ; 27 cm. Includes bibliographies and indexes. (NAL Call No.: DNAL HD58.7.H44 1986).
Abstract: This updated, revised and restructured edition is designed for an introductory level course in organizational behavior. The book focuses on the development of individual and managerial competencies including: self-awareness, stress, creative problem solving, communication, motivation, leadership skills, conflict management and delegating decision making. A "Preview Case" at the beginning of each section provides the basis for understanding the importance of each concept presented to managers, professionals and other employees of the organization. In recognition of the global nature of the economy, an international theme is presented throughout the book. The work is divided into six parts. The introduction covers the nature of managerial work, the book's framework, ways to look at organizational behavior and ways to learn about management and organization behavior.~ Part II focuses on individual processes and, in five chapters, looks at personality and attitudes, perception and attribution, managerial problem-solving styles, learning and reinforcement and work motivation. In part III the authors address interpersonal and group processes including: interpersonal communication, dynamics within groups, dynamics between groups and leadership. Part IV is devoted to organizational processes - organizational culture, job design and organization design. In four chapters, part V builds on preceding chapters and suggests a variety of linkages among individual, group and organizational processes. Included are decision making/goal setting, power/political behavior, conflict within organizations and work stress. Finally, part VI covers career planning and development, and the nature of and approaches to planned organizational change.

0066
Organizational behavior and the practice of management /David R. Hampton, Charles E. Summer, Ross A. Webber.
Hampton, David R. ; Summer, Charles Edgar.~Webber, Ross A. Glenview, Ill. : Scott, Foresman, c1987. 876 p. : ill. ; 24 cm. Includes bibliographies and indexes. (NAL Call No.: DNAL HD31.S9 1987).
Abstract: The purpose of this textbook is to: 1) help students understand individual, interpersonal, and group behavior within organizations and the interplay of human, technological, structural, cultural and environmental

factors; and, 2) to demonstrate how this understanding can be used in practicing management. Topics include: motivation and behavior; work and careers; power and influence; organizational structure and processes; performance measurement, evaluation, and rewards; and, managing conflict, adaptation, and change. Each chapter includes additional readings, questions and cases.

0067
Organizations structures, processes, and outcomes /Richard H. Hall.
Hall, Richard H., 1934-. Englewood Cliffs, N.J. : Prentice-Hall, c1987. Includes indexes. x, 358 p. : ill. ; 24 cm. Bibliography: p. 315-339. (NAL Call No.; DNAL HM131.H237 1987).
Abstract: A key focus of the 4th Edition is on organization outcomes and their effects on individuals, groups of individuals, communities, and society in general. The initial chapter of the book devoted to organizational outcomes provides a framework for examining the internal structure and function of organizations as well as the environments in which they operate. The author then discusses the nature and types of organizations from a variety of perspectives including a discussion of the ontological debate as to the true existence of organizations. Chapters 3 and 4 discuss the structure issues of complexity, formalization, centralization, context, and design. Chapters 5 through 8 address the processual components of organizational analysis, specifically, power, leadership and decision making, communications, and organizational change.~ Also a key focus of the 4th Edition is an expanded emphasis on the environments in which organizations operate and their impact on organizational decisions and performance. The concept of organizational environments is discussed in Chapters 9 and 10. Chapter 11 deals exclusively with the concept of oganizational effectiveness and begins with an overview of several models for assessing organizational peformance. A contradiction model is presented as a plausible way of analyzing organizational effectiveness across a variety of performance dimensions. The text concludes with a short chapter on organizational theory. The book provides the reader with foundation knowledge necessary to understand and use organizations to achieve meaningful outcomes. The author equally treats all types of organizations and makes specifi mention of volunteer organizations in the text.

0068
Our task is clear: developing community leadership.
Rohs, F.R. Madison, Wis. : Extension Journal. Journal of extension. Fall 1988. v. 26. p. 11-12. Includes references. (NAL Call No.: DNAL 275.28 J82).
Four elements of a marketing strategy - product, price, promotion, and place -

are examined to described the process by which the Community Leadership Program in Georgia was implemented. Eight hundred and seventy people from 26 counties participated in the program in 1987. The author lists accomplishments of the program and its effect on the citizens and the community.

0069
Outdoor adventures encourage youths to S.T.A.Y. in school.
Wasylyshyn, V. Washington, D.C. : Office of Human Development Services, Department of Health and Human Services. Children today. Sept/Oct 1988. v. 17 (5). p. 16-21. ill. (NAL Call No.: DNAL HV701.C51).
This report looks at how the YMCA Support, Tutoring and Adventures for Youth (S.T.A.Y.) program is helping teens in Manchester, New Hampshire to stay in school. The topics discussed include program structure, education component of the program, and adventure component. Specific activities including family involvement are also discussed. Results show that at the end o the program in August 1988, 96 youths had graduated from the program.

0070
Perceptions held by superintendents, principals, and teachers of the South Carolina 4-H in-school educational program /by William Cherry Clinkscales.
Clinkscales, William Cherry, 1943-. 1984. Thesis (Ed. D.)--Virginia Polytechnic Institute and State University, 1984. Vita.~ Typescript (photocopy). xii, 185 leaves : forms ; 28 cm. Bibliography: leaves 135-140. (NAL Call No.: DNAL S533.F66C55).
Abstract: This study investigated perceptions held by public school personnel of the South Carolina program with respect to 4-H curriculum, state 4-H program objectives, utilization of teachers as volunteers, the Extension Agent's role, school personnel involvement in planning 4-H programs, use of communications media and certain aspects of utilizing volunteers from outside the school, and whether the perceptions varied in relation to the respondent's school type, school setting, and the person's own prior 4-H experience. The research design was a survey research design with a mail questionnaire. The target populations were superintendents, principals and teachers of South Carolina public schools. The statistical analysis included the Chi-Square test of independence. The data showed that the elements of the 4-H program are frequently observed by public school personnel.

0071
Perceptions of who should perform selected 4-H tasks in Montana /by David Laurits Bertelsen.
Bertelsen, David Laurits. 1987. Thesis (M.S.)--Montana State University, 1987. viii, 56 leaves : forms ; 28 cm. Bibliography: leaves 43-44. (NAL Call No.: DNAL S533.F66B485).

Abstract: This study determined
perceptions of 4-H program assistants,
county agents, and 4-H leaders regarding
who should perform selected tasks. Data
were collected from 14 county agents, 13
program assistants and 310 leaders in
the 14 counties of Montana having
program assistants. Findings indicate
differences in perception of program
assistants, county agents, and 4-H
leaders regarding who should perform the
majority of the selected tasks to meet
the needs of the 4-h program in Montana.
There was not always a clear
understanding of who should perform the
selected tasks; county agents and
program assistants saw themselves as
performing but not having primary
responsibility for many of the same
tasks. Recommendations include increased
communication as to responsibilities for
certain tasks and clear job descriptions
for all concerned.

0072

**Perceptions of 4-H organizational
leaders about their leadership
capabilities and functions, St. Landry
Parish, 1982 /by Margaret Hodges Frey.**
Frey, Margaret Hodges, 1950-. 1982.
Thesis (M.S.)--Louisiana State
University and Agricultural and
Mechanical College, 1982. Vita.~
Abstract inserted.~ "December 1982.".
ix, 89 leaves : ill., forms ; 29 cm.
Bibliography: leaves 80-82. (NAL Call
No.: DNAL GV181.4.F7).
Abstract: This study was to determine
leader participation in 4-H and
self-perception of leadership
capabilities and functions as related to
age and leader tenure. The participants
of this study were the total population
of St. Landry 4-H organizational le
aders. Personal interviews were
conducted with each of the participants.
Frequency distribution, analysis of
variance, correlation coefficient and
chi-square procedures were used for
statistical analysis. The results
indicated that the majority of 4-H
leaders were female, black, 31-10 years
of age, and had a bachelor's degr e.
Highly significant relationships were
observed between leader understanding of
4-H functions and age, tenure in St.
Landry Parish and total tenure.

0073

The performance appraisal connection.
Warnock, P. Washington, D.C. : The
Administration. Extension review - U.S.
Department of Agriculture. Winter 1984.
v. 55 (1) AGL. p. 10-11. (NAL Call No.:
DNAL 1 EX892EX).
In this article, the National
Accountability and Evaluation System for
evaluating the performance of Extension
Agents is examined. The program,
instituted at the Florida Cooperative
Extension, emphasizes evaluation of
program results as a measure of agent
performance. Previous performance
appraisal measures focused on "client
knowledge, skills, attitudes,
aspirations, practices, and/or
behaviors."

0074

**The Planning of change / edited by
Warren G. Bennis, Kenneth D. Benne,
Robert Chin.**
; Bennis, Warren G.~Benne, Kenneth
Dean,; 1908-~Chin, Robert,; 1918-. New
York : Holt, Rinehart, and Winston,
c1985. viii, 487 p. : ill. ; 24 cm.
Includes bibliographies and index. (NAL
Call No.: DNAL HM101.P558 1985).
Abstract: The book is comprised of a
assemblage of essays, readings and
assorted works by broad array of
authors, each making a contribution to
achieving the book's central goal of
helping the reader in the application of
valid and appropriate knowledge in human
affairs for the purpose of creating
intelligent action necessary to bring
about planned change. Planned change is
described as a conscious, deliberate,
and collaborative effort to improve the
operation of a human system. Greatest
emphasis is placed on the processes of
planned change, on how change is
created, implemented, evaluated,
maintained, and resisted. Other topics
discussed include the social and
psychological consequences of planned
change, antecedent conditions for
change, strategies for effecting change,
plus the role of training, consulting,
and applied research in creating and
maintaining change.~ The book is
organized into four sections, with Part
I devoted a retrospective look at the
history of planned change and outlines
the development of the theory and
practice in the field. Part II deals
with the concept of systems analysis as
a tool for observing and diagnosing the
current state of human systems. The
actual planning and intervention
processes involved in enacting change
are discussed in Part III. Finally, Part
IV addresses the concept of values and
goals as key factors in determining the
success of a change effort.

0075

**Preparing youth for the 21st
centuryAllan T. Smith.**
Smith, Allan T. Stacy, MN : Spectra
Photo/Audio, 1988 . Presented at the
1988 National Association of Extension
4-H Agents 42nd Annual Conference, Nov.
6-10, 1988, Minneapolis, Minn.~
"317-T23A; 317-T23B.". 2 sound cassettes
(ca. 120 min.). (NAL Call No.: DNAL
Audiocassette no.108).
Abstract: America is in grave danger of
losing its competitive edge. As the
world plungers rapidly into increasing
technology, leadership will come from
nations which invest wisely now in the
human and intellectual capital of their
young people. U.S. schools and families
can't do it alone. Nonformal education
is under pressure to help. This is a
major issue of the current CES Human
Capital Initiative, and the logical
future of 4-H. Research has revealed
critical needs at each stage, to prepare
youth for careers and life in a Sci/Tech
world. Objectives and a plan for CES
Human Capital efforts are in place.
Coordinated 4-H efforts to address these
needs are underway, led by exciting

State and Regional developments. This
Seminar is for "early adopters" in
county 4-H programs.~ Participants will
experience an audio-visual summary of
the needs; see the plan for 4-H; sample
the new products and techniques now
emerging; and find out how they can
pilot or implement 4-H "Sci/Tech"
programs in their counties.

0076
Principles of marketing /Philip Kotler.
Kotler, Philip. Englewood Cliffs, N.J. :
Prentice-Hall, c1986. xxiv, 774 p. :
ill. (some col.) ; 25 cm. Includes
bibliographies and indexes. (NAL Call
No.: DNAL HF5415.K62 1986).
Abstract: This book contains information
on marketing, marketing management, and
the marketing concept. Marketing is the
study of the exchange process, marketing
management is the improvement of
marketing to benefit all those involved,
and the marketing concept is the
philosophy that if an organization
satisfies their customers, they are
likely to return a profit. Part One:
Understanding Marketing introduces the
reader to the role of marketing in the
economy. How companies obtain marketing
information is covered in Part II:
Organizing The Marketing Planning
Process, while Part III: Analyzing
Marketing Opportunities describes the
marketing environment and its needs and
buying patterns. Part IV: Selecting
Target Markets deals with measuring and
forecasting demand and Part V:
Developing The Marketing Mix, involves
the realms of designing, pricing,
placing, and promoting products and
services. Part VI: Managing The
Marketing Effort involves the marketing
management systems used by companies to
implement, organize, and control the
marketing effort.~ This book ends with
Part VII: Extending Marketing, which
covers international marketing, service
marketing, and non-profit marketing
while concluding with a discussion of
marketing's impact on society. This book
presents an overview of the marketing
process, from its role in society to the
actual organizing of a marketing effort.

0077
**Principles of marketing /Philip Kotler,
Gary Armstrong.**
Kotler, Philip. ; Armstrong, Gary.
Englewood Cliffs, N.J. : Prentice Hall,
1989. xxiv, 661 p. : ill. ; 26 cm.
Includes bibliographies and indexes.
(NAL Call No.: DNAL HF5415.K62 1989).
Abstract: This book presents information
on a comprehensive range of marketing
topics for the beginning marketing
student. The text takes a practical,
managerial approach to marketing and
provides examples and applications of
marketing decisions that managers must
make when they are balancing their
organization's objectives and resources
against needs and opportunities in the
marketplace. Topics include: the social
foundations of marketing, analyzing
market opportunities, selecting target
markets, developing the market mix,
managing the marketing effort, and

extending marketing.

0078
**Private support for Arizona 4-H /by
Thomas Morton Dala Moe.**
Moe, Thomas Morton Dala. 1980. Thesis
(M.S.)--University of Arizona, 1980.
Typescript (photocopy). x, 76 leaves ;
28 cm. Bibliography: leaves 75-76. (NAL
Call No.: DNAL S533.F66M58).
Abstract: Study to identify and quantify
the private citizen and organizational
dollar-support, in-kind physical
resource support, and adult volunteer
leader time and material support
contributed to Arizona 4-H programs.
Data were collected from the State 4-H
office, State 4-H Foundation, the County
4-H offices and 4-H Leaders Council and
a stratified sample of 4-H Adult
Volunteer Leaders from all the counties
in the state. The total calculated value
of all sources was $2,468,690. The total
value of all Adult Volunteer Leaders
hours contributed to Arizona 4-H fiscal
year 1979 was $2,727,028. Value of
private contributions to Arizona 4-H in
1979 was $6,071,574. This total private
support for Arizona 4-H gave a ratio of
5.27 for every one dollar of public
support for Arizona 4-H.

0079
**Professional competencies needed by 4-H
extension agents as acquired during
preservice, first year and continuing
inservice training /by Gail Poffenberger
Yeiser.**
Yeiser, Gail Poffenberger, 1953-. 1982.
Thesis (M.S.)--University of Maryland,
1982. Typescript.~ Vita. vii, 170 leaves
; 28 cm. Bibliography: leaves 167-170.
(NAL Call No.: DNAL S533.F66Y4).
Abstract: The purpose of this study was
to identify competencies that are needed
by a 4-H Extension agent at the entry
level; by the end of the first year of
employment; or later in one's career
through graduate school and inservice
training. A nationwide study was
conducted by survey to a stratified
random sample of 200 4-H Extension
agents. The instrument consisted of 450
competency statements. Data were
analyzed by using the SPSS computer
program. It was found that 92% of the
competencies listed were felt to be
needed at some time in the career of a
4-H Extension agent by 90-100% of the
respondents. The final product of this
study is a proposed three part self
assessment instrument composed of 447
competency statement.

0080
**A public-private partnership builds
support for family preservation
services.**
Bryant, J. Washington, D.C. : Office of
Human Development Services, Department
of Health and Human Services. Children
today. Jan/Feb 1988. v. 17 (1). p.
25-27. (NAL Call No.: DNAL HV701.C51).
Author describes a joint effort of the
Kansas Action for Children, Inc. and the
Kansas Department of Social
Rehabilitative Services to prevent
unnecessary out-of-home child placement.

This program is being conducted in 35 countries in the State. Methodology is described and the importance of networking is emphasized. Programs to obtain community support were designed and contacts made with over 2000 people in community meetings, a state wide conference, ect.

0081
Putting the boys in the picture a review of programs to promote sexual responsibility among young males /Joy G. Dryfoos.
Dryfoos, Joy G. Santa Cruz, CA : Network Publications, 1988. "A report to the Carnegie Corporation, 1988.". x, 108 p. 28 cm. Bibliography: p. 105-108. (NAL Call No.: DNAL HQ57.D7).
Abstract: This book focuses entirely on pregnancy prevention and young males. It includes background material on sexual activity among young males, contraceptions and statistics on fatherhood among male teens. The primary objective of the book is to categorize and summarize a number of the different approaches used in male involvement programs. Included are programs involving sex education, decision making and life planning, parent involvement, teen theatre, teen peer advocates, condom distribution, male outreach programs, clinic based programs, comprehensive health and social services, school based clinics, services that "add on" pregnancy prevention, AIDS prevention and youth-serving organizations efforts. The book also includes a section of recommendations on how to foster responsible sexual behavior on the part of adolescent boys as well as strategies for implementing objectives.

0082
Reaching and teaching: a study in audience targeting.
Riter, E.M. ; Welch, D.T. Madison, Wis. : Extension Journal. Journal of extension. Fall 1988. v. 26. p. 5-7. ill. Includes references. (NAL Call No.: DNAL 275.28 J82).
This article reviews the developement and marketing of the Family Day Home Care Provider Program by the Texas Agricultural Extension Service. The program includes a manual and four video programs designed to improve the quality of daycare. The program is unique in that it was prepared with the assistance and input of family day care providers.

0083
Reaching outschool-based community service programs.
Washington, D.C. : National Crime Prevention Council, c1988. 109 p. : forms ; 26 cm. Bibliography: p. 103. (NAL Call No.: DNAL HV41.R42).
Abstract: This book serves as a guide to the develpment of programs for youth in community service. Topics include: youth as a resource in school based programs; the needs of adolescents to connect with school, community, and family; and, starting and maintaining a school-based service program. Profiles of 33 projects in existence around the nation are included. Samples of forms to use for administration and evaluation of project are provided. A bibliography and a list of national resources, including 4-H are cited.

0084
The relationship between the extent to which a county is rural or urban and the characteristics of a county's 4-H program /by Juanita Elveta Miller.
Miller, Juanita Elveta, 1945-. 1985. Thesis (Ph. D.)--Ohio State University, 1985. Vita. ix, 195 leaves : maps ; 28 cm. Bibliography: leaves 193-195. (NAL Call No.: DNAL S533.F66M538).
Abstract: The purpose of this study was to investigate the extent to which the current 4-H program in Ohio is serving urban clientele in the counties. The sampling units for this study were the 88 counties of Ohio and the sources of data were the 1980 Census Data, the Ohio 4-H Statistical Report, October 1, 1982 - September 30, 1983, and the "Ohio Cooperative Extension Service - Local Needs Survey. The conclusions of this study are that six counties have 90% or higher urban population and a total of 31 counties have 50% or higher. There is a very strong negative relationship between the extent to which the county is urban and the percent of potential 4-H members reached. There is a low positive relationship between the extent to which the county is urban and the percent of females enrolled in the program.

0085
The relationship of marketing activities and promotional methods used with county 4-H club membership in New Jersey and Ohio /by Keith George Diem.
Diem, Keith George. 1987. Thesis (Ph. D.)--Ohio State University, 1987. xiv, 198 leaves : ill. ; 28 cm. Bibliography: leaves 194-198. (NAL Call No.: DNAL S533.F66D5).
Abstract: A mail questionnaire developed by the researcher was used to collect data regarding promotional methods and marketing activities used by 107 county 4-H programs in New Jersey and Ohio. Information was also gathered from U.S. Census Reports and Cooperative Extension Statistical Reports. Descriptive statistics regarding the frequency and type of promotional methods and marketing activities used are presented. No significant relationships were found between degree of use of promotional methods and degree of use of marketing activities with 4-H club membership. Percent of a county's population living in urban areas was found to be the single best prediction of percent of potential youth served by 4-H clubs, explaining 61 percent of the variance.

0086
A Resource manual for dropout prevention and recovery programs.
Atlanta, Ga. : Georgia Dept. of Education, 1988 . 1 v. (various pagings) : ill. ; 30 cm. Includes bibliographies. (NAL Call No.: DNAL

LC146.5.R4).
Abstract: This manual was developed to assist Georgia school systems in their efforts to address and respond to the school dropout problem. It is part of an on-going effort to keep students in school and to encourage and provide additional education, training, and services for youth-at-risk as students and dropouts. The main purpose of this document is to facilitate the reduction of the Georgia dropout problem by promoting administrators, the program directors. The information presented in this manual reflects the unique needs and goals of the State of Georgia.

0087
Rhode Island 4-H leadership development impact study /J. Whitney Bancroft, research supervisor ; Gail P. Yeiser, researcher.
: Bancroft, Jonathan Whitney.~Yeiser, Gail Poffenberger,; 1953-. Providence, R.I. : Rhode Island Cooperative Extension, 1985 . Cover title.~ "November, 1985."~ "Control number RI 31 I5.". iii, 45 leaves ; 28 cm. Includes bibliographies. (NAL Call No.: DNAL S533.F66R3).
Abstract: This report assesses youth programs that develop leadershop skills in order to determine the relationship between 4-H leadership development programs and adult leadership behavior. Adults with 4-H experience as youth and a sample of 4-H adults we re interviewed. 4-H experiences and adult leadership behavior are examined. Program methods were compared to determine how they relate to leadership development.

0088
The role of community involvement in fostering investment behavior in low-income Black adolescents: a theoretical perspective.
Nettles, S.M. Newbury Park, Calif. : Sage Publications. Journal of adolescent research. Apr 1989. v. 4 (2,special issue). p. 190-201. Includes references. (NAL Call No.: DNAL HQ793.J68).
A framework for studying community actions to improve the status of low-income Black adolescents is presented. The framework identifies processes predominant in community activities and differentiates them according to content, frequency, and relation of outcome and process. Further, the processes are linked to the outcomes expected for youth who participate in community programs and to research methods for examining the outcomes. Investment behavior is described as one outcome that may be particularly amenable to community action, with theoretical significance to achievement outcomes.

0089
Self-development as a career management strategy.
McEnrue, M.P. Duluth, Minn. : Academic Press. Journal of vocational behavior. Feb 1989. v. 34 (1). p. 57-68. Includes references. (NAL Call No.: DNAL

HF5381.A1J68).
The author analyzes how "skill deficiencies, perceived promotion opportunity, organizational commitment, or age" affects the employees' "willingness to engage in self-development as a career management strategy." The author surveyed 98 employees of low level administrative or high level clerical and technical positions.

0090
Skills for adolescenceworkshop guidebook.
Granville, Ohio (537 Jones Road, P.O. Box 566, Granville 43023-0566) : Quest International, 1988 . To be used as a supplement to the Skills For Adolescence curriculum.~ At head of title: Lions-Quest.~ "Revised 3/88.". 113 p. ; 28 cm. (NAL Call No.: DNAL HQ796.S5 1988).
Abstract: This book outlines a three day workshop designed to prepare instructors to teach the Skills for Adolescence course to young teens. The workshop includes sections on group development, effective listening, a review of the course materials, effective course design, communication skills, prevention, building self-confidence, family involvement, course implementation, and trouble-shooting problems.

0091
Societal codes for responding to dissent.
Katz, R. New York : Holt, Rinehart, and Winston, c1985. The Planning of change / edited by Warren G. Bennis, Kenneth D. Benne, Robert Chin. p. 354-367. Includes references. (NAL Call No.: DNAL HM101.P558 1985).

0092
SOS learning networks: a model of interorganizational cooperation.
Quick, S. ; Flashman, R.~Gibeaux, A. Medford, Mass. : Association of Voluntary Action Scholars. Journal of voluntary action research. July/Dec 1981. v. 10 (3/4). p. 67-77. ill. Includes references. (NAL Call No.: DNAL HV40.J68).
A statewide collaborative venture in community education is described: SOS means "Sharing Our Selves." Working under the Cooperative Extension Service, this program links with other governmental and voluntary organizations to provide a variety of courses and learning experiences. Fifteen unique dimensions to SOS are identified, including its focus on cooperation, its reliance on volunteer power, and its extensive clientele involvement.

0093
Strategic marketing for educational institutions /Philip Kotler, Karen F.A. Fox.
Kotler, Philip. ; Fox, Karen F. A.,; 1944-. Englewood Cliffs, N.J. : Prentice-Hall, c1985. xv, 396 p. : ill. ; 24 cm. Includes bibliographies and index. (NAL Call No.: DNAL LB2806.K67).

Abstract: Applied in nature, the text is
designed for educational administrators
seeking to employ marketing principles
to increase the effectiveness of the
organization with which they are
involved. The authors sequentially
introduce and explain basic principles
of marketing as this relate to
educational institutions and demonstrate
their applicability to achieving the
objectives of the organization through
the use of cases and examples. The book
is divided into six parts. Part I
introduces basic elements of
understanding marketing and how it
relates to educational institutions.
Part II introduces a step-by-step
process for developing and implementing
a marketing plan. Topics covered by the
chapters in Part II include the
marketing planning process,
environmental assessment, defining
institutional resources and direction,
and formulating a marketing strategy.
Part II is devoted to helping the reader
develop a working understanding of the
concept of markets.~ Part IV discusses
establishing a marketing mix through
designing and pricing educational
programs, making educational programs
available to intended audiences,
communication with publics, and
advertising the programs offered. Part V
deals with applying marketing principles
attract and retain both students and
financial support. Finally, Part VI
deals with evaluating the effectiveness
of marketing efforts.

0094
**Strategic marketing for nonprofit
organizations /Philip Kotler, Alan R.
Andreasen.**
Kotler, Philip. ; Andreasen, Alan R.,;
1934-~Kotler, Philip. Englewood Cliffs,
N.J. : Prentice-Hall, c1987. Rev. ed.
of: Marketing for nonprofit
organizations / Philip Kotler. 2nd ed.
1982. xvi, 670 p. : ill. ; 24 cm.
Includes bibliographies and indexes.
(NAL Call No.: DNAL HF5415.K631 1987).
Abstract: This text applies the basic
principles and practices of marketing to
a nonprofit environment and introduces
the reader to basic concepts and tools
for developing and implementing and
managing a marketing effort. Part One
focuses on developing a philosophy for
marketing and is keyed primarily on the
notion of developing a customer
orientation. Part Two deals primarily
with strategic planning and organization
and covers the topical areas of the
strategic marketing planning process,
marketing research, market measurement
and forecasting marketing planning,
organization, leveraging limited
resources, and fund raising. Part Three
discusses a wide array of conceptual
tools for determining an acceptable
marketing mix. In Part Three the authors
explain the notion of a marketing mix;
describes differences in marketing
programs for products, services, and
desirable social behaviors; discusses
management of the marketing effort; as
well as basic concepts in the
communication process and their

relationship to marketing. Part Four
deals exclusively with the notion of
evaluation and control in the marketing
process.

0095
**Strategic organizational communication
cultures, situations, and adaptation
/Charles Conrad.**
Conrad, Charles. ; Center, Allen
H.~Broom, Glen M. New York : Holt,
Rinehart, and Winston, c1985. Includes
indexes. xi, 339 p. : ill. ; 24 cm.
Bibliography: p. 312-324. (NAL Call No.:
DNAL HM258.C63).
Abstract: The central purposes of the
book are provide readers with an
overview of the ways communication
processes affect the nature of
organizations and to provide practical
experience in utilization of analytial
processes to select among viable
organizational communication strategies.
Consequently, the text is divided into
two units, with each unit addressing one
of the two main purposes. Unit I surveys
the role of communication in creating
various organizational "realities" or
"cultures". Four basic typ es of
organizations and the inherent
limitations of each are discussed:
traditional organizations, human
relations organizations, human resource
organizations, and systems-contingency
organizations. Unit II adresses issues
related to coping with organizational
situations from a communications
approach.~ Topics addressed in Unit II
include: power and politics in
organizations analyzing organizational
situations, adapting to organizational
situations, managing conflict, managing
stress, and sex roles. The text
addresses the process of communication
as an integral part of organizational
life and stresses the importance of an
employee being able to analyze a
situtation, select an appropriate
communication strategy, and employ it
effectively.

0096
**Supporting young adolescentsa guide to
leading parent meetings.**
Granville, Ohio : Quest International,
c1987. "A component of Skills for
Adolescence, a joint program of Lions
Clubs International and Quest
International.". 124 p. : ill. ; 28 cm.
(NAL Call No.: DNAL HQ796.S84).
Abstract: This book is a guide for
instructors of the Skills for
Adolescence parent meetings. These
meetings are for parents of young
adolescents between the ages of 10 to
14. The first section explains the goals
of the program, followed by suggestions
for increasing parental involvement,
leading a successful meeting, dealing
with cultural diversity, including Lions
Club members, and organizing support
groups. Next a lesson plan is provided
for each of the four meetings. Outlines,
activities, handouts, sample
correspondence, and evaluations for each
lesson are included. The meeting topics
are the following: improving the child's
self-confidence, improving communication

skills, solving family problems, and discussing drugs with the adolescent.

0097
A survey of referral activities of agencies serving the adolescents.
Reis, J. ; Bennett, S.~Herz, E.~Gehm, J. San Diego, Calif. : Libra Publishers. Adolescence. Winter 1988. v. 23 (92). p. 847-862. Includes references. (NAL Call No.: DNAL HQ793.A44).
The referral activities of 373 agencies (38.4% of the sample originally polled) are presented with regard to health care, educational, and social services for teenagers residing in a midwestern metropolitan area. Approximately 66% of the responding agencies receive referrals from without and 87% make referrals to other organizations, with counseling and psychiatry, family planning, and general medical care being the most commonly sought services. Social service agencies had the highest volume of referrals and hospitals the lowest. The results of the survey are discussed in terms of the official recommendations made for coordinated services for teenagers, predicted cutbacks in preventive services, and the special needs of adolescents.

0098
A Taxonomy of the Knowledge Base for 4-H Youth Development Education phase 1 /Charles W. Lifer, project director ; Gary W. Gerhard, researcher.
; Lifer, Charles W.~Gerhard, Charles W. Washington, D.C. : Cooperative Extension System, 1987. Fina⁻ report.~ "A project conducted jointly by the 4-H Youth Development Unit of the Cooperative Extension Service and the United States Department of Agriculture, Science and Education/Extension Service"--Cover.~ August 1987.~ OSU-PRK-1. 1 v. (various pagings) : ill. ; 28 cm. (NAL Call No.: DNAL aS533.F66T3).
Abstract: The Knowledge & Research Base of Extension 4-H Youth Development is funded by the Extension Service of the United States Department of Agriculture, Science and Education Office. Two Land-Grant Universities cooperated with officials of USDA and the National Agriculture Library, Beltsville, Maryland, to identify the knowledge and research base of Extension 4-H Youth Development education and extract/compile the foundation materials for a database to strengthen researched based 4-H youth development education throughout the United States of America. Lists of Books, Journals, Associations, Organizations, In-Service Education in Cooperative Extension Services, Knowledgeable Individuals, Coursework, and Other Resources have been sorted for the use of educators according to the five basic component areas that comprise the identified knowledge base from which 4-H youth development proceeds: Communication; Educational Design, Youth Development, Youth Program Management, and Volunteerism.~ This information will comprise the underpinnings of an electronic database entitled "4h prk" to

be housed at National Agriculture Library (NAL) and accessible both electronically and hard-copy loan to youth development educators through the AGRICOLA and Inter-library loan systems.

0099
Teen-link: promoting health awareness among adolescents.
Vernon M.E.L. Washington, D.C. : Office of Human Development Services, Department of Health and Human Services. Children today. Jan/Feb 1988. v. 17 (1). p. 20-24. ill. Includes references. (NAL Call No.: DNAL HV701.C51).
Natural good health during adolescence is a myth says this North Carolina author. In the 1980's youth are experiencing a number of problems which carry a high mortality rate such as suicide, substance abuse, teen pregnancy, accidents, and violent behavior. Teen Link was developed in Durham, North Carolina to combat these problems. The author describes implementation and networking for the program. Program evaluation and participant motivation is also discussed.

0100
Testing the generalizability of a career commitment measure and its impact on employee turnover.
Blau, G. Duluth, Minn. : Academic Press. Journal of vocational behavior. Aug 1989. v. 35 (1). p. 88-103. Includes references. (NAL Call No.: DNAL HF5381.A1J68).
The two purposes of this study were: 1) to test whether a career commitment scale can be used on a less professional sample and 2) to examine the relationship between employee career commitment and employee turnover. A questionnaire was administered to fulltime bank tellers two times. The questionnaire was designed to measure career commitment, job involvement, organizational commitment, withdrawal cognitions, and social desirability. Turnover of the bank tellers was also measured. Factor analysis was used to test the data. The results showed that career commitment is separate from organizational commitment and job involvement. The data also showed that there was a significant negative relationship between career commitment and job turnover. The author felt that this research supported previous research on the career commitment scale.

0101
Theory Z how American business can meet the Japanese challenge /William G. Ouchi.
Ouchi, William G. New York, N.Y. : Avon, 1982, c1981. Includes index. xii, 244 p. ; 18 cm. Bibliography: p. 230-232. (NAL Call No.: DNAL HD70.J308).
Abstract: This book addresses the practicalities of applying an understanding of Japanese management t the American setting. The author explains why, what, and how we can learn from Japanese business success and improve business management practices in

th e U.S. Topics include: styles of
management and decisionmaking; Theory Z;
methods of adjusting management style;
and, camparing U.S. and Japanese
management styles.

0102
**Time binds: mediating organizational and
professional role expectations of the
adult educator.**
Wells, B.L. ; Padgitt, S.C. Washington,
D.C. : American Association for Adult
and Continuing Education. Lifelong
learning. May 1989. v. 12 (7). p. 22-25.
Includes references. (NAL Call No.: DNAL
LC5201.L5).
This article uses Cooperative Extension
education as a case study for the
exploration of time related stresses on
the adult educator. First the authors
discuss job problems and dissatisfaction
related to time factors. Topics include:
role ambiguity, role conflict, and role
overload. Next, the authors describe
issues programming within Cooperative
Extension Systems and how this will
affect job related time stresses. Last,
they present solutions to the time
stress problem, including factors, such
as improved use of technology,
administrative leadership and support,
and organizational rewards.

0103
**To improve innovation, manage corporate
culture.**
Snyder, R.C. New York : Holt, Rinehart,
and Winston, c1985. The Planning of
change / edited by Warren G. Bennis,
Kenneth D. Benne, Robert Chin. p.
164-175. Includes references. (NAL Call
No.: DNAL HM101.P558 1985).

0104
**Toward collaboration--risks we need to
take.**
Schindler-Rainman, E. Medford, Mass. :
Association of Voluntary Action
Scholars. Journal of voluntary action
research. July/Dec 1981. v. 10 (3/4). p.
120-127. Includes references. (NAL Call
No.: DNAL HV40.J68).
This paper presents a summary of the
applied behavioral science of
facilitating collaboration. A wide range
of means appropriate to the initiation
and maintence of collaboration are
enumerated. Ways of surmounting the
barriers to collaboration are also
discussed. Pay-offs and needed
competencies for collaboration also
receive attention in this concise
summary of effective practice.

0105
**Usable knowledge: a metatheory of policy
research in the social sciences.**
Dunn, W.N. New York : Holt, Rinehart,
and Winston, c1985. The Planning of
change / edited by Warren G. Bennis,
Kenneth D. Benne, Robert Chin.
Literature review. p. 223-247. Includes
references. (NAL Call No.: DNAL
HM101.P558 1985).

0106
**The utility of models of the
environments of systems for
practitioners.**
Chin, R. New York : Holt, Rinehart, and
Winston, c1985. The Planning of change /
edited by Warren G. Bennis, Kenneth D.
Benne, Robert Chin. p. 88-97. (NAL Call
No.: DNAL HM101.P558 1985).

0107
**Voluntary associations as resources for
neighborhood problem-solving.**
Cohen, M.W. ; Ely, R.O. University Park,
Pa. : Association of Voluntary Action
Scholars. Journal of voluntary action
research. Apr/June 1981. v. 10 (2). p.
40-48. Includes references. (NAL Call
No.: DNAL HV40.J68).
A random sample of residents from a
small, upper-Midwestern city were
interviewed to determine whether people
belonged to voluntary association and
whether they went to those groups for
assistance in solving problems. Although
respondents reported belonging to a
large number of groups, 81 percent of
the problems mentioned were either dealt
with by the people themselves or
approached with the aid of family or
friends. Apparently, many community
groups exist primarily for socializing
and as a result have difficulty
orienting themselves toward providing
community services. Suggestions are
given for educating both those
encountering problems and community
groups which might help to a
problem-solving perspective.

0108
What business can learn from nonprofits.
Drucker, P.F. Boulder, Colo. : The
Journal. Harvard business review.
July/Aug 1989. v. 89 (4). p. 88-93. (NAL
Call No.: DNAL 280.8 H262).
This article discusses successful
management practices used by nonprofit
organization and how these practices can
be applied to businesses. The first
practice the author discusses is
defining the organizations mission and
focusing on these objectives rather than
financial gains. The second practice is
establishing an active board of
directors. Third, he addresses managing
an educated worker for productivity
based on the transition to more
professional volunteers in the nonprofit
sector.

0109
**The White House Conference for a Drug
Free Americafinal report, June 1988.**
Washington D.C. : The Conference : For
sale by the Supt. of Docs., U.S. G.P.O.,
1988 . iv, 238 p. ; 23 cm.
Bibliography: p. 187-190. (NAL Call No.:
DNAL HV5825.W4).
Abstract: This is the final report of
the White House Conference for a Drug
Free America presented to the President
of the United States and members of the
100th Congress. The primary aim of this
conference was to gather integrated view
points from American citizens on how to
solve illegal drug problems in the
country. The opinions of the following

among others were sought: law enforcement, health care and research professionals; corporate and labor leaders; parents; and educators. The report examines the scope of the drug problem, the evolvement of the situation, and offers some solutions. Emphasis is placed on prevention recommendations. Resources on drug issues, recommended reading, and audiovisual materials are included.

0110
Wisconsin county level 4-H volunteer positions progress and impact /by Sara Steele.
Steele, Sara M., 1931-. Madison, Wis.? : Cooperative Extension Service, University of Wisconsin-Extension, 1987 . "May 1987"--Cover. 97 p. ; 28 cm. (NAL Call No.: DNAL S533.F66S7).
Abstract: This report is based on the 1985 inventory of county level 4-H volunteers, their agents, and someone who benefited from their work. The data for this report were compiled from an inventory of volunteer involvement completed by Wisconsin counties and telephone interviews with county level volunteers. The report is presented in three parts: 1) case examples, 2) a summary of data from the county inventories, and 3) a summary of the strength and weaknesses of Wisconsin's efforts to build county level positions.

0111
Work commitment among salaried professionals.
Morrow, P.C. ; Wirth, R.E. Duluth, Minn. : Academic Press. Journal of vocational behavior. Feb 1989. v. 34 (1). p. 40-56. Includes references. (NAL Call No.: DNAL HF5381.A1J68).
A mail survey of 1339 university employees whose jobs were classified as professional or scientific was conducted. The purpose was to evaluate "Aranya et al.'s (1981) professional commitment measure." The author analyzed professional commitment, job involvement, organizational commitment, professional behaviors and attitudes, and personal characteristics. Results given include tables listing responses to the questionnaire and the frequency of each.

0112
You make the difference: one New York county's story.
Graf, K.W. Madison, Wis. : Extension Journal. Journal of extension. Fall 1988. v. 26. p. 15-17. (NAL Call No.: DNAL 275.28 J82).
In 1984, the Cornell Cooperative Extension of Rockland County, New York began an organized rebuilding effort. Staff shortages and budget cuts, as well as the stature of the agency, plagued the organization. Between 1984 and 1987, the organization petitioned legislators for budget increases. They developed educational programs which focused on housing, consumer economics, water quality, horticulture business management, interagency youth programs, and educational programs for nonprofit

agencies. The agency improved interagency relationships, increased media coverage, expanded outreach efforts and developed a marketing plan for the organization. In 1987, Extension staff secured grants exceeding $50,000, improved staff salaries, and upgraded facilities and equipment. The agency was presented an "Award of Excellence" and a Distinguished Service Award.

0113
Youth development competencies desirable for Arizona volunteer 4-H leaders /by Gerald Wayen Olson.
Olson, Gerald Wayne. 1984. Thesis (M.S.)--University of Arizona, 1984. xi, 116 leaves ; 28 cm. Bibliography: leaves 113-116. (NAL Call No.: DNAL S533.F66D4).
Abstract: The study identified 46 youth development competencies desirable for Arizona volunteer 4-H leaders to possess. The target population consisted of active 4-H leaders and all 4-H agents in Arizona. A mailed questionnaire was utilized. Differences b etween leaders and 4-H agent perceptions of the needed youth development competencies were determined. The findings indicated that 46 out of the 71 competencies were identified as "very important" by leaders or agents. The ranking of the competencies by leaders and agents were very similar. Competencies identified by both leaders and agents showed very few statistically significant differences.

0114
The 4-H agent's job: another look.
Goering, D.H. Madison : Extension Journal. Journal of extension. Jan/Feb 1980. v. 18. p. 23-28. Includes references. (NAL Call No.: DNAL 275.28 J82).
This Iowa study was done to identify the critical duties and tasks to be performed to successfully conduct an extension 4-H and youth program. The results of this study suggest that there's a need for the 4-H and youth agents to emphasize the educational leadership tasks of their positions. Professional youth workers must continually guard against becoming a service oriented youth worker. By combining the results of this study with the several other role studies, and with the proper use of the 4-H program assistants now available in many counties, 4-H and youth agents have the opportunity to look at their position, asking: "Am I doing the most critical components of my position?" The identification of the critical components of the job should provide food for thought for the seasoned, experiences youth agents and thoughtful guidance to newly employed 4-H and youth agents, as they strive to succeed in their positions.

0115
4-H in the inner city of DetroitJ. Fitzpatrick, W. Mills, M. Wimbush.
Fitzpatrick, J. ; Mills, W.~Wimbush, M. Stacy, MN : Spectra Photo/Audio, 1988 . Presented at the 1988 National

Association of Extension 4-H Agens 42nd
Annual Conference, Nov. 6-10, 1988,
Minneapolis, MN.~ "317-T33.". 1 sound
cassette (ca. 90 min.). (NAL Call No.:
DNAL Audiocassette no.137).
Abstract: In 1973 the Cooperative
Extension Service of Michigan State
University initiated an effort to expand
4-H club programs to youth and families
located in communities of Wayne County
with challenging social problems and
high juvenile crime rates. A study three
years later clearly identified this
effort as highly successful. A concept
of establishing an inner city 4-H office
in conjunction with an activity center
(4-H COMMUNITY CENTER) proved to be very
effective in reaching-clientele in the
inner city. Four years later the "URBAN
GARDENING" program was initiated in
Wayne County (Detroit) as a direct
component of the 4-H program effort. At
this time two-thirds of the annual 4-H
participants in Wayne County come from
the inner city of Detroit. Workshops and
seminars will include video tapes, etc.
on programs.

O116
4-H participation in Waseca County,
Minnesota /submitted by Sheryl Pearson
Nefstead.
Nefstead, Sheryl Pearson. 1981. Paper
(M.Ed.)--University of Minnesota, 1981.
"March 1981."~ Typescript (photocopy).
33, 16 leaves ; 28 cm. Bibliography:
leaves 34-35 . (NAL Call No.: DNAL
S533.F66N4).
Abstract: The purpose of this study was
to determine reasons for the decrease in
4-H enrollment in Waseca county,
Minnesota comparing presently enrolled
members and members who had dropped out
of the program. A sample survey was used
with members enrolled and former members
to determine reasons for remaining or
dropping out of the 4-H program. The
results indicated that the majority of
members come from rural, two-parent, two
children families where the mother is
not employed outside the home. Youth
dropped out of the 4-H program when
mothers became employed outside he home
and the fathers were not involved in the
program. Dropouts expressed the
following dislikes for the current
program: 4-H record keeping system, club
leaders, and club meetings. Membe.s and
non-members expressed the need to become
more involved in their own program and
to have offered to them more relevant
programs based on needs of today's
youth.

O117
4-H school enrichment projects as a
precursor to traditional programming in
a native American culture /by Galyn
Knight.
Knight, Galyn. 1988. November, 1988. 5,
 4 , 4 leaves ; 28 cm. Bibliography:
leaf 4 . (NAL Call No.: DNAL
S533.F66G32).
Abstract: Navajo Native Americans have
historically been underrepresented when
comparing their participation in the 4-H
program against their total population.
A 4-H school enrichment (SE) program was

introduced into the Ganado Intermediate
School during the 1984-85 year. Several
different projects were offered. Data
was collected to determine any shift in
numbers of clubs or members within the
study area. All new members and leaders
belonging to traditional clubs within
that area were surveyed to determine
what effect, if any, the 4-H SE projects
had in their decision to participate in
a traditional 4-H club. Findings of this
research indicate 4-H SE programs can be
effective in creating traditional 4-H
clubs. It is important that the SE
program is enjoyable, that adults see
the value of youth participation, and
that they identify it with 4-H.

O118
4-H winners: what do we know about
them?.
Jenson, G. ; Young, R.~Adams,
G.~Schvaneveldt, J. Madison : Extension
Journal. Journal of extension. Jan/Feb
1982. v. 20. p. 13-17. Includes
references. (NAL Call No.: DNAL 275.28
J82).
The purpose of this study was to
determine the image of 4-H as perceived
by 4-H contest winners. A questionnaire
asking about family life, friendships,
amount of involvement by family members
in 4-H, the perceived image of the
community and peer groups about 4-H, and
other related items was given to the
contestants. The 6 top-ranked reasons
expressed by respondents for joining 4-H
listed parents being a leader first,
followed by encouragement by friends,
personal enrichment, horse projects,
livestock shows, and because the whole
family was involved. These data suggest
a need for more 4-H evaluation research.
The awareness of the need for more
research in Utah has certainly been
heightened by the rather sparse
availability of quality evaluative
research data. We realize, of course
that this sample isn't representative of
the average 4-H youth in Utah, or
elsewhere, but the results nevertheless
raise important questions and concerns
that we as Extension workers must take
into consideration as we plan and
develop programs in the area of youth
development and 4-H work.

O119
A 4-H youth worker's competency study.
Cheatham, Danny Lamar. 1976. Thesis
(M.S.)--Mississippi State University.
Department of Agricultural and Extension
Education. xi, 166 leaves ; 28 cm.
Bibliography: leaves 162 -166. (NAL
Call No.: DNAL S533.F66C43).
Abstract: This investigation was to
determine the competencies, as perceived
by Extension workers, necessary for the
successful operation of a 4-H program.
Data were collected through a mailed
questionnaire to which a sample of 146
Extension workers responded.
Computations consisted of determining
mean, frequency, percent, ranking within
category, and overall ranking. Data
analysis revealed that 144 of the
original 157 competencies were rated
need much or higher. Sixty of the

competencies were rated halfway between
need much and essential or higher.
Administrative, communication, and
program execution categories were
consistently ranked higher while
evaluation and resource development
consistently ranked lower. Program
planning, staffing, and teaching were
perceived as being generally equal in
value for success in a 4-H program.
Responses revealed that 4-H agents
should be partially responsible for
performing all the competencies and
competencies should be acquired during
in-service or on-the-job training.